DOCUMENT RESUME

ED 407 459 UD 031 695

AUTHOR	Brooks, Barbara J.
TITLE	Getting Uncle Sam To Enforce Your Civil Rights. Clearinghouse Publication 59. Revised.
INSTITUTION	Commission on Civil Rights, Washington, D.C.
PUB DATE	Sep 96
NOTE	122p.
PUB TYPE	Books (010) -- Guides - Non-Classroom (055)
EDRS PRICE	MF01/PC05 Plus Postage.
DESCRIPTORS	Access to Education; Athletics; *Civil Rights; Disabilities; Elementary Secondary Education; *Equal Education; Equal Opportunities (Jobs); Ethnic Discrimination; Federal Legislation; Government Role; Higher Education; Housing; *Law Enforcement; Public Agencies; *Racial Discrimination; *Sex Discrimination; Voting
IDENTIFIERS	*Commission on Civil Rights; *Department of Education

ABSTRACT

There are many Federal laws against discrimination, passed to protect people who are denied their rights because of race, color, religion, sex, national origin, age, or disability. This publication is a guide to the initial stages of filing a discrimination complaint. Although it does not cover all the steps after a complaint is filed, it helps the person who has been discriminated against determine the agency to which a complaint should be directed. Where and when to file a complaint is addressed for the following areas of discrimination: (1) credit; (2) education; (3) employment; (4) housing; (5) law enforcement; (6) federally assisted programs; (7) public accommodations and facilities; and (8) voting. Special circumstances for noncitizens, Native Americans, institutionalized people, and military personnel are outlined. Any program or activity that received funds from the Department of Education must operate in a nondiscriminatory manner. No educational institution receiving such funds can discriminate on the basis of race, color, national origin, sex, disability, or age to deny a service or benefit afforded others, provide inferior service, or segregate an individual on the basis of race, color, or national origin. Individuals may be segregated by sex for contact sports or varsity athletics or by disability when it is absolutely necessary. Other conditions for which separation for some characteristic is allowed are outlined. The U.S. Department of Education's Office of Civil Rights and its Assistant Secretary for the Office of Special Education and Rehabilitative Services are cited as primary sources to which complaints may be directed. Other agencies are listed for particular kinds of discrimination. (SLD)

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Getting Uncle Sam to Enforce Your Civil Rights

ED 407 459

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UD 031695

United States Commission on Civil Rights
Clearinghouse Publication 59
Revised September 1996

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U.S. Commission on Civil Rights

The U.S. Commission on Civil Rights is an independent, bipartisan agency first established by Congress in 1957 and reestablished in 1983. It is directed to:

- Investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices;
- Study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice;
- Appraise Federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice;
- Serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin;
- Submit reports, findings, and recommendations to the President and Congress;
- Issue public service announcements to discourage discrimination or denial of equal protection of the laws.

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Getting Uncle Sam to Enforce Your Civil Rights

United States Commission on Civil Rights
Clearinghouse Publication 59
Revised September 1996

Acknowledgments

This publication was prepared by Barbara J. Brooks, Deputy Director of the Public Affairs Unit. The Commission is indebted to the agencies listed in this publication for their timely cooperation in response to our requests. Major contributions to the research for this publication were made by Emma Monroig, attorney-advisor, and Jennifer L. Parry* and Tracee Y. Wilkins*, student interns. Other people who provided assistance were William Lee, writer-editor; Lillian Moyano Yob, attorney-advisor; Ilona Turner, equal opportunity assistant; Carolita Little, secretary; and Gloria Hong, writer-editor.

The publication was prepared under the overall supervision of Charles R. Rivera, Director of the Public Affairs Unit.

*Interns no longer with the Commission.

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1. Introduction

There are many Federal laws against discrimination. They were passed to protect people who, because of their race, color, religion, sex, national origin, age, or disability, are denied their rights.

Discrimination might occur when an individual tries to vote; rent, or buy a home; use a public facility; get a job, an education, or a bank loan, or do many other things.

Discrimination is treating one person differently than another because of a particular characteristic. Not all kinds of different treatment are illegal or even unfair, for example, States allow only their own residents to vote in State elections.

Discrimination is illegal when it is based on:

- race, which is generally understood to be membership in a racial group. Depending on which law is involved, membership in an ethnic group can also constitute race;

- color, which refers to a person's actual skin shade, and may constitute a separate discrimination factor regardless of the person's race;

- sex, which refers to gender;

- religion, which refers to a person's religious beliefs and practices, or lack thereof, or a person's membership in a religious group;

- national origin, which refers to an individual's country of origin, the origin of an individual's ancestors, or the physical, cultural, or linguistic characteristics of a particular nationality. This includes characteristics such as last name, accent, and cultural heritage;

- age, which refers to persons age 40 or over; or

- disability, which refers to physical or mental impairments that substantially limit one or more major life activity of an individual.

If you believe that you have been discriminated against and want to file a complaint with the Federal Government, this publication is intended to help you.

This publication will help you review your rights and guide you through the initial step of filing a discrimination complaint; it will not inform you of all the steps involved in successfully pursuing the complaint after you have filed it. If you seek a detailed description of the overall process beyond this initial step, further information can be obtained by

contacting the Federal, State, and local officials or one or more of the organizations listed in this publication.

How do you make out a complaint? Where do you send it?

Before you bring a discrimination complaint you should take steps to obtain more information from:

- trained legal counsel;
- Federal, State, and local officials;
- public service organizations referenced in a section of this publication.

States, counties, and municipalities also have laws against discrimination, which sometimes provide different protection or relief. If they have laws that apply, you can file a complaint with them instead of, or in addition to, filing one with the Federal Government. The Federal Government has arrangements with some State and local governments to refer certain kinds of complaints to them.

Among the Federal laws which require people to be treated equally are the Civil Rights Acts of 1964 and 1991, the Americans with Disabilities Act of 1990, the Voting Rights Act of 1965, the Equal Credit Opportunity Act, the Equal Educational Opportunities Act of 1974, the Individuals With Disabilities Act, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Community Reinvestment Act of 1977, the Immigration Reform and Control Act of 1986, the Fair Housing Act of 1968, the Family and Medical Leave Act of 1993, and Executive Order 11246 (1965) as amended by Executive Order 11375 (1967).

Many Federal agencies are responsible for enforcing these laws and the regulations in place to implement them. Sometimes the government must get a specific complaint from an individual before it can act against an individual or organization that violates people's rights. Because laws and regulations frequently require that complaints be filed within certain time limits, **it is important to file as soon as possible after the discriminatory act occurs**.

The U.S. Commission on Civil Rights (USCCR) has no power to enforce laws and, hence, cannot resolve individual complaints of discrimination. After reading this publication, if you are still uncertain what agency you should contact to file a complaint of discrimination, you may write to us at the following address and we can assist you by referring your case to the appropriate agency:

U.S. Commission on Civil Rights
Office of Civil Rights Evaluation
COMPLAINTS REFERRAL
624 9th St., NW
Washington, DC 20425
(202) 376-8513
1-800-552-6843
TDD/TTY: (202) 376-8116
Fax: (202) 376-8315
Web site: http://www.usccr.gov

You may also write to the appropriate **USCCR** regional office. See page 105.

2. How to File a Complaint

Your complaint should be in writing, preferably typed or printed neatly, dated, signed, and should include the following information:

- your name;
- your address, and your home and work telephone numbers;
- the name(s) and address(es) of the person(s) and/or establishment you believe to have discriminated against you;
- a description of the act(s) of discrimination. This should include the date and place of the action(s), and what you believe to be the basis for discrimination (race, sex, etc.); and
- the name(s), address(es) and telephone number(s) of any person(s) with information concerning your complaint.

When your complaint is investigated, you may be asked to provide **copies** of receipts, contracts, or other records supporting your claim of discrimination. Any materials that you would want returned should not be sent with your initial complaint.

Generally, most government agencies require that complaints be postmarked within **180 days** of the discriminatory action. You should, however, inquire about specific deadlines that may apply to your case. Depending on your type of case or your status, you may be required to file your complaint earlier.

3. When and Where to File a Complaint

Some agencies handle complaints only at their Washington, DC, headquarters; others process them through regional or local offices. Some handle them at both places. For more details, take note of any special instructions regarding the filing of complaints at the specific agencies listed throughout this publication.

Credit

Federal laws such as the Equal Credit Opportunity Act of 1974 and the Fair Housing Act of 1968, as amended, prohibit discrimination in providing credit or credit-related services. Both laws prohibit discrimination in residential real estate transactions, and the Equal Credit Opportunity Act also prohibits discrimination in consumer and business or commercial loans. In all credit transactions you are protected from discrimination because of your race, color, religion, sex, marital status, age (provided the applicant has the capacity to contract), national origin, receipt of public assistance, or because you have exercised a right under the Consumer Credit Protection Act. In credit transactions related to housing you are also protected from discrimination because of family status or disability. According to these laws, when you apply for credit a creditor may not:

- discourage you from applying;

- ask you to reveal your sex, race, national origin, or religion. A creditor may ask you voluntarily to disclose this information if you are applying for a home loan. A creditor may also ask what your residence or immigration status is;

- ask whether you are divorced or widowed;

- ask what your marital status is if you are applying for individual, unsecured credit, unless you live in a community property state;

- ask you for information about your husband or wife. A creditor may ask about your spouse, or former spouse, if: your spouse is applying with you; your spouse will be allowed to use the account; you are relying on your spouse's income or on alimony or child support income from a former spouse; or if you reside in a community property state;

- ask about your plans for having or rearing children; or

• ask if you receive alimony, child support, or separate maintenance payments.

When deciding whether to give you credit a creditor may not:

• consider your sex, marital status, race, color, national origin, or religion;

• consider the race of the people who live in the neighborhood where you want to buy, or improve, a house with borrowed money; or

• consider your age unless you are too young to sign a binding contract, generally under 18 years of age, or if the information is to be used to see whether your income will be reduced with retirement.

When evaluating your income, a creditor may not:

• refuse to consider public assistance income, alimony, child support, or separate maintenance payments if that income is received consistently;

• discount income because of your sex or marital status or on any basis for which discrimination is prohibited;

• discount or refuse to consider income derived from pension, annuity, or retirement benefits programs;

• discount or refuse to consider income derived from part-time employment, but you may have to show that this income can be expected to continue.

You also have the right to:

• have the credit in your birth name, your first name and your spouse's last name, or your first name and combined last names;

• get credit without a cosigner, if you meet the creditor's standards;

• have a cosigner other than your husband or wife, if one is necessary;

• keep your own account after you change your name, marital status, reach a certain age, or retire, unless the creditor has evidence that you are unable or unwilling to pay;

• know within 30 days of filing your application whether it has been accepted or rejected;

- know specifically why an application was rejected, since indefinite and vague reasons are illegal; or

- learn the specific reasons why you were offered less favorable terms than you applied for; and

- receive copies of appraisal reports for credit that is to be secured by a dwelling.

If you believe you have been discriminated against by a **bank, savings and loan association, credit union, farm credit system institution, store, or other creditor:**

- in being discouraged from applying for credit or a loan;

- in being given unfair terms for credit or a loan; or

- in being denied credit or a loan;

write to the agency in charge of enforcing the equal credit practices of that lender.

A creditor must give you the name and address of the appropriate enforcement agency when it turns down the terms you request or denies you credit. If a lender does not offer you this information or refuses to give it to you, write to the appropriate agency in the list that follows. These agencies may not resolve individual complaints, but they will use consumer comments to decide which companies to investigate.

You should also complain if you think a lender is "redlining"—refusing to make loans, or setting different conditions for loans, on property in a community because of the area's racial, religious, or ethnic population. When certain financial institutions try to get approval from their regulatory agency to:

- obtain Federal deposit insurance;

- establish a facility authorized to receive deposits, or relocate an existing office;

- merge or consolidate with, or acquire another institution;

- acquire deposits from another institution; or

- form a bank or savings association holding company;

individuals and community groups have an opportunity to comment on whether the institution is redlining as an objection to its approval for the proposed transaction. You can

request the regulatory agency to place you on its mailing list so you are aware of the comment period for:

• a nationally chartered bank (National or N.A. will be part of the name). Write to one of the district offices of the **Comptroller of the Currency** listed on page 61. For publications or additional information contact:

Comptroller of the Currency
Compliance Management
Mail Stop 7-5
Washington, DC 20219
(202) 874-5216
Fax: (202) 874-5221

• a bank holding company or State-chartered bank that is a member of the **Federal Reserve System.** Write to one of the Federal Reserve Banks listed on page 83 or to:

Board of Governors of the Federal Reserve System
Division of Consumer and Community Affairs
20th and C Sts., NW
Mail Stop 800
Washington, DC 20551-0001
(202) 452-3693
Fax: (202) 728-5850

or

Board of Governors of the Federal Reserve System
Publications Services
20th and C St., NW
Mail Stop 127
Washington, DC 20551-0001
(202) 452-3245

• a State-chartered bank insured by the **Federal Deposit Insurance Corporation** (it will display the FDIC symbol) and not a member of the Federal Reserve System. Write to one of the regional offices on page 81 or to:

Federal Deposit Insurance Corporation
Consumer Affairs
550 17th St., NW
Washington, DC 20429
(202) 942-3100
1-800-934-3342
V/TDD: (202) 942-3147
V/TDD: (800) 925-4618

• a federally insured savings association or federally chartered savings bank. Write to one of the regional offices of the **Office of Thrift Supervision** on page 89 or to:

Office of Thrift Supervision
Consumer Programs
1700 G St., NW
Washington, DC 20552
(202) 906-6237
1-800-842-6929
Fax: (202) 906-6326

Although Federal credit unions are not subject to the Community Reinvestment Act, they must comply with fair lending laws and the nondiscrimination rules issued by their regulators. Forward any complaint to one of the regional offices of the **National Credit Union Administration** listed on page 88 or to:

National Credit Union Administration
Office of Public and Congressional Affairs
1775 Duke St.
Alexandria, VA 22314-3428
(703) 518-6330
TDD: (703) 518-6332
Fax: (703) 518-6429

Complaints against a State-chartered credit union should be forwarded to the State office that oversees credit unions or to the **Federal Trade Commission** listed on page 11.

Complaints against an institution of **the U.S. Cooperative Farm Credit System,** such as farm credit banks, Federal land bank associations, production credit associations, agricultural credit banks, Federal land credit associations, and agricultural credit associations should be forwarded to:

Farm Credit Administration
Office of Congressional and Public Affairs
1501 Farm Credit Dr.
McLean, VA 22102-5090
(703) 883-4056
TDD: (703) 883-4444
Fax: (703) 790-3260

Complaints of discrimination in benefits or services provided by recipients of **Small Business Administration (SBA)** financial assistance or SBA program offices should be forwarded to:

U.S. Small Business Administration
Equal Employment Opportunity and Civil Rights Compliance
409 3rd St., SW, Suite 6400
Washington, DC 20416
(202) 205-6750
TDD: (202) 205-7150
Fax: (202) 205-7580

If you think you have been discriminated against in violation of the Fair Housing Act, contact one of the HUD enforcement centers listed on page 67 or:

U.S. Department of Housing and Urban
Development (HUD)
Fair Housing and Equal Opportunity
Office of Investigations, Room 5204
Washington, DC 20410-2000
(202) 619-8041
(202) 708-0836
Toll-free hot line: 1-800-669-9777
Toll-free TDD: 1-800-927-9275
Fax: (202) 708-1425

Financial institutions have an obligation to meet the credit needs of your community, even though it may be a low or moderate income neighborhood. The Department of Justice handles discrimination complaints filed against all kinds of creditors. It may sue lenders who show a pattern or practice of equal credit opportunity violations, or file suit in cases referred to it by the agencies that initially investigate complaints. To contact the **Department of Justice**, call or write to:

U.S. Department of Justice
Civil Rights Division
Housing and Civil Enforcement Section
PO Box 65998
Washington, DC 20035-5998
(202) 514-4713
Fax: (202) 514-1116

For more information regarding discrimination in credit-lending and credit-related services, including information about bringing suit under the Equal Credit Opportunity Act, call the **Federal Trade Commission** or write to:

Federal Trade Commission
6th St. & Pennsylvania Ave., NW
Washington, DC 20580
(202) 326-3758
(202) 326-2222
TDD: (202) 326-2502
Fax: (202) 326-2050

Education

According to Federal laws that prohibit discrimination because of race, color, national origin, sex, age, or disability in programs that receive Federal financial assistance, any program or activity that receives funds from the Department of Education must operate in a nondiscriminatory manner.

Any educational or other institution or facility that receives Federal financial assistance may not discriminate on the basis of race, color, national origin, sex, disability, or age so as to:

- deny you or your child aid, a service, or a benefit afforded others;
- provide you or your child an inferior service;
- segregate you or your child on the basis of race, color, or national origin;
- segregate you or your child on the basis of sex, other than for contact sports or varsity athletic competition, or segregate you or your child on the basis of disability where such segregation is not educationally necessary;

• deny admission to schools or postsecondary institutions on the basis of race, color, national origin, or age, or generally, on the basis of sex except with regard to admission to religious undergraduate institutions;

• engage in conduct that has the effect of denying you or your child aid, a service, or a benefit, or otherwise discriminating against you or your child;

• deny or restrict you or your child's access to elementary, secondary, or vocational education because you are, or your child is, limited-English-proficient;

• or otherwise treat you or your child adversely on the basis of race, color, national origin, sex, disability, or age.

Schools may not discriminate against students because of pregnancy, parenthood, or marital status. Such discrimination includes barring a student from classes or extracurricular activities or expelling the student.

In sports, schools must provide equivalent treatment, services, and benefits to students of both sexes.

Civil rights laws protecting individuals from discrimination in programs (all activities of an institution) that receive Federal funds extend to all State educational agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, State vocational rehabilitation agencies, libraries, and museums that receive Federal financial assistance.

These programs may include, but are not limited to, admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment.

Federal antidiscrimination laws apply to the entire program even if the Federal assistance affects only a small portion of the program.

If you think you or your child has been discriminated against by a public school, college or university, or a private school, college, or university that receives Federal financial assistance, you may file a formal complaint against the institution receiving Federal funds with the appropriate regional office of the **Office for Civil Rights (OCR) of the U.S. Department of Education**, listed on page 62 or with:

U.S. Department of Education
Office for Civil Rights
330 C St., SW, Suite 5000
Washington, DC 20202
(202) 205-5413
1-800-421-3481
Fax: (202) 205-5381

The person or organization filing the complaint need not be a victim of the alleged discrimination, but may complain on behalf of another person or group.

The complaint must be filed within **180 calendar days** of the date of the alleged discrimination, unless the time for filing is extended by **OCR** for good cause. Your formal complaint should include the information outlined in chapter 2, and also state whether you think a whole group of students or teachers is being discriminated against.

Certain complaints should also be sent to the U.S. Attorney General, who may bring suit after receiving a written and signed complaint from:

- a parent (or group of parents), stating that his or her child is one of a group being discriminated against by a school board; or

- an individual, or his or her parent, stating that he or she has been denied admission to or dismissed from a public college, university, or post-secondary vocational or technical school because of race, color, religion, sex, or national origin.

These complaints should be sent to:

U.S. Department of Justice
Civil Rights Division
Educational Opportunities Section
PO Box 65958
Washington, DC 20035-5958
(202) 514-4092
Fax: (202) 514-8337

If you think you or your child has been discriminated against by a **nonprofit private school** that is exempt from Federal income tax, you should write to the nearest key district office of the **Internal Revenue Service (IRS)**, listed on page 85, or to **IRS** headquarters in Washington, DC, at the following address. IRS can revoke the tax exemption of a private school that has a racially discriminatory policy, which includes discrimination on the basis of color and national or ethnic origin.

Internal Revenue Service
Director, Exempt Organizations Division
1111 Constitution Ave., NW
Washington, DC 20224
Attn: CP:E:EO

If you think your child has been discriminated against because of race, color, or national origin by a vocational, technical, elementary, or secondary school that is privately owned, operated for profit, and not run by a hospital, you should write to:

U.S. Department of Veterans Affairs
Office of Equal Opportunity
810 Vermont Ave., NW
Washington, DC 20420
(202) 482-6725
Hotline: 1-800-767-0184
Fax: (202) 482-6761

VA can act if it pays benefits for any veteran enrolled at the school or otherwise assists that school, even if the person discriminated against is not a veteran.

In addition, Federal laws require that public schools provide a free, appropriate public education to children with disabilities. If you believe that your local school system has failed to identify your child's disability, incorrectly identified your child as an individual with a disability, failed to provide an appropriate educational program for your child, failed to carry out the program established for your child, or has unnecessarily separated your child from other children for all or part of the school day, your child may have rights under one or more of the Federal laws that govern the education of children with disabilities.

School systems must have formal procedures for identifying, evaluating, and establishing educational programs for children with disabilities. They must also offer a hearing when the parent and school officials disagree whether the program established for a child is appropriate.

Also, if you believe that your child's civil rights were violated because of a failure to follow proper procedures for identifying, evaluating, or placing a student with a disability, or because of a failure to carry out the provisions of your child's educational plan, or were otherwise violated because of discrimination based on disability, you may file a complaint by writing to the **Department of Education, Office for Civil Rights** listed on page 13.

For more information concerning the Individuals with Disabilities Education Act, write to:

U.S. Department of Education
Assistant Secretary for the Office of Special Education
and Rehabilitative Services
600 Independence Ave., SW
Washington, DC 20202-2500
(202) 205-5507
(202) 260-0416
TDD: (202) 205-9754

Employment

Various Federal laws protect you from discrimination in employment on the basis of race, color, sex, religion, national origin, age, or disability. Discrimination by employers with 15 or more employees is prohibited in all aspects of the hiring and employment process: job application, hiring, firing, promoting, training, wage earning, or any other terms, privileges, or conditions of employment provided or imposed by the employer.

If you believe that you have been discriminated against on any of these bases, you should contact the **Equal Employment Opportunity Commission (EEOC)** at:

Equal Employment Opportunity Commission
1801 L St., NW
Washington, DC 20507
To file charges or reach field office: 1-800-669-4000
Information and publication center: 1-800-669-3362
(202) 663-4900
TDD: 1-800-800-3302
TDD: (202) 663-4494

Race and Color

You cannot be denied equal employment opportunity because of your racial group or skin shade, or because you associate with members of some racial group.

National Origin

You cannot be denied equal employment opportunity because of your birthplace, ancestry, or culture, or because you have some intimate association with a specific ethnic group, such as marriage or a shared place of worship.

Likewise, you cannot be denied equal employment opportunity because of your accent or manner of speaking. If an employer believes that an English proficiency rule

is critical for business purposes, he or she must inform you of the rule and the consequences of its violation before applying the rule to you.

Religion

You cannot be denied equal employment opportunity because of your religious practices or beliefs. Religious practices include the exercise of moral and ethical beliefs held with the strength of religious beliefs. If you think your employer has a work requirement (such as a dress code or a work schedule that conflicts with your Sabbath observance) that interferes with your religious practices or beliefs, you must inform him or her of what reasonable accommodations can be provided to suit your needs. The employer is obligated to try to accommodate your religious practices unless doing so would create an undue hardship on the operation of the business.

Sex

You cannot be denied equal employment opportunity because of your gender.

- ***Equal Pay***

It is illegal for an employer to pay you wages at a rate less than the rate of wages paid to employees of the opposite sex for equal work on jobs that require equal skill, effort, and responsibility and are performed under similar working conditions unless a pay differential is warranted by a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or is based on a factor other than gender.

- ***Pregnancy***

You cannot be denied equal employment opportunity because of pregnancy, childbirth, or related medical conditions. Any health insurance provided by an employer must cover expenses for pregnancy related conditions on the same basis as costs for other medical conditions. Leave for child care should be granted on the same basis as leave granted to employees for other nonmedical reasons, such as nonjob-related travel or education, and should be available to both men and women.

Harassment

Hostile or abusive verbal or physical conduct based on race, color, sex, religion, national origin, age, or disability is unlawful if it is sufficiently severe or pervasive to create an intimidating, hostile, or offensive working environment.

Disability

If you have a disability, the Americans with Disabilities Act (ADA) protects you from employment discrimination. The ADA prohibits employers with 15 or more employees from:

- discriminating against you on the basis of physical or mental disability;
- asking you to take medical exams before making a conditional job offer;
- asking you questions about your disability before making a conditional job offer;
- denying you health or other fringe benefits that are provided to other employees; and
- placing you in a job situation that limits your opportunities or status.

If you are able to perform the essential functions of the job with or without reasonable accommodation, the employer has to provide you with reasonable accommodations for your disability, as long as such accommodations do not impose an undue hardship on the operations of the enterprise. An employer may not ask interview questions about your disabilities; inquiries should be about your skills related to the job.

For more information regarding workplace discrimination against people with disabilities, contact the **Equal Employment Opportunity Commission** listed on page 15.

You may also write to the:

President's Committee on Employment of People with Disabilities
1331 F St., NW, Suite 300
Washington, DC 20004-1107
(202) 376-6200
TDD: (202) 376-6205
Fax: (202) 376-6219

or

A service of the President's Committee.

Job Accommodation Network
919 Chestnut Ridge Road, Suite 1
West Virginia University
PO Box 6080
Morgantown, WV 26506
Voice/TDD 1-800-526-7234
BBS 1-800-342-5526
Regional Disability and Business Accommodation Centers
Voice/TDD 1-800-949-4232

Age

If you are 40 years of age or older, it is illegal for an employer with 20 or more employees to:

- discriminate against you in your compensation or terms, conditions, or privileges of employment based on your age;
- classify or segregate you, or limit your activities so you are deprived of job opportunities or adversely affected in employment status;
- discriminate against you in the operation of a seniority system;
- with certain narrow exceptions, discriminate against you with respect to employee benefit plans, fringe benefits, or pension benefits.

It is also illegal for an employer to indicate an age preference or limitation in notices or advertisements for employment unless age is a genuine job qualification.

Classifications and preferences based on age have been allowed only in narrow circumstances, generally in jobs involving public safety. To justify unequal treatment, the employer must show that age is a genuine qualification of the job and that there is no other course of action that would achieve his or her goals with a less discriminatory impact.

For more information regarding age discrimination in the workplace, contact the **Equal Employment Opportunity Commission** on page 15.

Family and Medical Leave

Under the Family and Medical Leave Act (FMLA), you are entitled to a maximum of 12 weeks of unpaid leave during a 12-month period if you work for an employer who has had at least 50 employees during the current or preceding year, you have worked

for the employer for at least 12 months, and you have worked at least 1,250 hours in the 12-month period before the leave starts. You must also work at a particular work site where there are at least 50 employees within a 75-mile radius. During the leave, the employer must continue to provide group health benefits on the same basis that such benefits are provided when you are at work. The employer must also restore you to the same or an equivalent position when you are ready to return to work. Leave may be taken for the birth and care of a new child, for placement for adoption or foster care of a child with you, to care for your spouse, child, or a parent who has a serious health condition, or if you must be absent due to your serious health condition. You may elect or the employer may require you to use accrued paid leave during such periods. FMLA leave may also run concurrently with workers' compensation leaves or leaves covered by short or long term disability policies. Employers may not refuse leave, interfere with use of leave, or in any way discriminate against someone who has used leave. **The FMLA protects men and women equally and is enforced by the U.S. Department of Labor.** The Federal law does not supersede more generous provisions included in State laws, collective bargaining agreements, or employers' policies. Any less generous provision in such laws, agreements, or policies are, however, superseded by FMLA provisions.

If you feel that your rights under family or medical leave have been violated, you may file a complaint with the local office of the **Wage and Hour Division of the Department of Labor** or you may initiate private action. The address and telephone number of the local office can be found in telephone directories for large cities under **U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division.** If you cannot locate this information, contact the regional office of the Wage and Hour Division, listed on page 73, or headquarters listed below.

If you file a complaint with the Wage and Hour Division, the Division will attempt to resolve your complaint administratively by contacting your employer on your behalf. If these efforts fail, the Division may attempt to litigate on your behalf, depending on the facts and circumstances. If you elect private legal action, the Division will not participate. To file a complaint or for more information regarding FMLA, contact:

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
200 Constitution Ave., NW, Room S-3502
Washington, DC 20210
(202) 219-8305
Fax: (202) 219-5122

Immigration Status

If you are an employee hired after November 6, 1986, your employer must be able to prove that you are legally authorized to work in the United States and will ask you to present documentation showing that you have work authorization. However, an employer cannot single you out to require employment verification because you are of a particular national origin group or you appear to be foreign. Neither can an employer require that you be a U.S. citizen, or generally give those who are U.S. citizens a preference in hiring or employment opportunities, unless there are legal or contractual requirements that mandate he or she do so. It is illegal for an employer to discriminate against legal aliens merely because they look foreign or are not citizens or because they have a particular type of work authorization.

Under immigration law, individuals who charge discrimination on the basis of national origin against employers with 4 to 14 employees or on the basis of citizenship status against employers with 4 or more employees should file with the **Office of Special Counsel for Immigration Related Unfair Employment Practices** in the Department of Justice. For more information about immigrants' employment rights, contact:

Office of Special Counsel
for Immigration Related Unfair Employment
PO Box 27728
Washington, DC 20038-7728
Employer hot line: 1-800-255-8155
Employee hot line: 1-800-255-7688
(202) 616-5528
Fax: (202) 616-5509

Whatever your characteristic, the **Equal Employment Opportunity Commission (EEOC)** is the agency of the Federal government with the mission of protecting you from job discrimination. If you think you have been discriminated against because of race, color, sex, religion, national origin, age, or disability:

- by an **employer** in being hired or tested for a job, in being promoted or fired, in work opportunities or conditions, in pay or benefits, or in apprenticeship or training programs,

- by a **labor union** in its apprenticeship or training programs, hiring hall procedures, or membership requirements, or

- by an **employment agency**, including State employment services, in its job testing,

referrals, or fees.

write or phone the nearest office of **EEOC** listed on page 77. The office will give you instructions and forms for filing a charge.

Charges must be filed within 180 or 300 days of the discriminatory act. In States or localities without an antidiscrimination law, charges must be filed with EEOC within 180 days of the discriminatory act. In States or localities where there is an antidiscrimination law and an agency authorized to grant or seek relief, charges must be filed with EEOC within 300 days of the discriminatory act. The local EEOC office can tell you what procedures and time limits apply to your charge.

Although EEOC prefers that its forms be used, it will accept a complaint filed in the form of a letter containing your name and address and that of the employer, union, or employment office you think has discriminated. You must date the letter and briefly explain what the discriminatory act was and when it occurred.

Contact one of the district offices of EEOC listed on page 77 or EEOC headquarters:

Equal Employment Opportunity Commission
1801 L St., NW
Washington, DC 20507
To file charges or reach field office: 1-800-669-4000
Information and publication center: 1-800-669-3362
(202) 663-4900
TDD: 1-800-800-3302
TDD: (202) 663-4494

If EEOC does not act within 180 days of the filing of your complaint, you may request a right-to-sue letter from EEOC and file a private lawsuit in Federal district court. You have only 90 days to file a lawsuit after you receive a right-to-sue letter. If the discrimination complaint deals with equal pay you do not have to file a charge with EEOC before filing a lawsuit. The Department of Justice (DOJ) is responsible for employment discrimination litigation involving State and local governments. The EEOC will refer requests for right to sue letters involving public employers to the DOJ which will issue the letter.

A presidential order (Executive Order 11246) also forbids employment discrimination on the basis of race, color, national origin, sex, or religion by companies that hold contracts or subcontracts with the Federal Government and by firms working on construction projects that receive Federal funds. In addition, the Rehabilitation Act of 1973, as amended, forbids employment discrimination on the basis of disability by companies that hold contracts or subcontracts with the Federal Government. Employers holding contracts or subcontracts with the Federal Government are also barred from

discriminating against qualified disabled veterans and veterans of the Vietnam era. If you think an employer who has discriminated against you holds a contract with a Federal agency, contact the **Office of Federal Contract Compliance Programs (OFCCP), Department of Labor** listed below, or one of the OFCCP regional offices listed on page 70.

U.S. Department of Labor
Employment Standards Administration
Office of Federal Contract Compliance Programs
200 Constitution Ave., NW, Room C3310
Washington, DC 20210
(202) 219-9475
Fax: (202) 219-6195

Complaints must be filed within 180 days of the date of the alleged discrimination, unless an OFCCP director extends it for a good reason. If your complaint is an individual complaint of discrimination against an employer, it will probably be referred to EEOC. If it is one of systemic discrimination or if there are several complaints, or if many other persons are also affected by a pattern and practice of discrimination, the Labor Department will generally take the lead in processing the complaint.

OFCCP also has an ombudsperson who receives and investigates complaints made by individuals alleging abuse by OFCCP staff in the processing of discrimination complaints or conduct of compliance reviews. The ombudsperson can be reached by telephone on **(303) 844-1210 or Fax (303) 844-1213**.

If you are a Federal employee, or an applicant for Federal employment, and think you have been discriminated against, contact the equal employment director of the agency involved within 45 days of the alleged discrimination. That person will provide information about filing a complaint. If the agency rules against you, you should ask the equal employment opportunity director what appeal rights you have and what the time limits are for filing an appeal.

If your complaint concerns an action that may be appealed to the **Merit Systems Protection Board (MSPB)**, such as being fired, you must include the discrimination issues as part of your appeal to MSPB, which must be filed within 20 days, or you must raise these issues separately in your agency's EEO administrative process. The EEO administrative process differs when a personnel action can be appealed to MSPB from when it cannot; therefore, you must request your EEO counselor to provide you with information about the differences. The MSPB complaint forms can be obtained from your agency, the regional office of the Merit Systems Protection Board listed on page 86, or the Office of the Clerk of MSPB by writing to:

U.S. Merit Systems Protection Board
Clerk of the Board
1120 Vermont Ave., NW
Washington, DC 20419
(202) 653-7200
1-800-209-8960
TDD: (202) 653-8896
Fax: (202) 653-7130

If you are a Federal employee entitled to use a negotiated grievance procedure that covers the alleged discrimination, you may elect to file a grievance pursuant to the negotiated procedure in your collective bargaining agreement or to file an EEO complaint, but not both.

It is a prohibited personnel practice to discriminate against a Federal employee or an applicant for Federal employment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or political affiliation. Though the **Office of Special Counsel** generally defers to the agency's EEO program, you may file a discrimination complaint with:

U.S. Office of Special Counsel
Complaints Examining Unit
1730 M St., NW, Suite 300
Washington, DC 20036-4505
Public Information: (202) 653-7984
Toll Free: 1-800-872-9855
(202) 653-7188
TDD: (202) 653-7188
Fax: (202) 653-5151

If you are an employee of a **State or local government**, an employment discrimination complaint on the basis of race, color, national origin, religion, sex, disability, or age may be filed with EEOC. EEOC may defer resolution of your complaint to the State or local fair employment practices agency depending on the terms of a particular worksharing agreement. The **Employment Litigation Section of the Civil Rights Division of the Department of Justice** sues State and local government employers who discriminate in employment on the grounds of race, national origin, sex, or religion. EEOC will refer such cases and disability cases in which it appears that discrimination has occurred to the Department of Justice for litigation consideration, if conciliation has failed. If you think you have been discriminated against by a State or local government

and wish to file a charge, write to the **Equal Employment Opportunity Commission**, listed on page 15.

EEOC may sue the State or local government in cases involving age discrimination and sex-based pay discrimination.

If you think you have been discriminated against by a State employment service (although its actions are also covered by EEOC), unemployment benefits office, or by Comprehensive Employment and Training Act (CETA) job training or public service employment programs, you should write to the appropriate regional office of the **Department of Labor**. For addresses see page 75. If you think you have been discriminated against by an apprenticeship program registered with the Department of Labor or a State apprenticeship agency, write to:

U.S. Department of Labor
Employment and Training Administration
Bureau of Apprenticeship and Training
200 Constitution Ave., NW, Room N-4649
Washington, DC 20210
(202) 219-5921
Fax: (219) 5011

If you think you have been discriminated against by a job training center that receives Federal assistance, write to the appropriate Federal agency. For example, the Department of Veterans Affairs can act if it pays benefits for any veteran enrolled at the school, or otherwise assists the school, even if the person discriminated against is not a veteran.

If you think you have been discriminated against by a criminal justice agency that is receiving Federal funds from the **Office of Justice Programs**, you may write to:

U.S. Department of Justice
Office of Justice Programs
Office for Civil Rights
633 Indiana Ave., NW, Room 546C
Washington, DC 20531
(202) 307-0690
Fax: (202) 616-9865

Complaints of employment discrimination on the basis of disability by law enforcement agencies that received Department of Justice funds may also be sent to:

U.S. Department of Justice
Civil Rights Division
Disability Rights Section
PO Box 66738
Washington, DC 20035-6738
Voice: 800-514-0301
TDD: 800-514-0383
Fax: (202) 307-1198

Numerous other Federal agencies, such as the Department of Agriculture, the Federal Communications Commission, the Treasury Department, the Securities and Exchange Commission, and the Environmental Protection Agency, enforce statutes that contain prohibitions against discrimination by particular groups of employers. In almost all cases, EEOC also has jurisdiction. An individual's rights and remedies may differ from agency to agency. It may be to your advantage to contact all involved agencies you think may enforce laws covering your situation so that you can make an informed decision as to the most appropriate agency with which to file a complaint.

EEOC is responsible for coordinating Federal enforcement of laws against employment discrimination. In addition, its Office of Equal Employment Opportunity works with all Federal agencies in developing more effective procedures and uniform standards for handling complaints and insuring compliance with employment discrimination laws. If you believe a complaint filed with another agency has not been properly handled, you should write to:

Equal Employment Opportunity Commission
Office of Equal Employment Opportunity
1801 L St., NW, Room 9029
Washington, DC 20507
(202) 663-4379
Fax: (202) 663-7003

Information on all EEOC-enforced laws may be obtained by calling **toll free 1-800-669-EEOC**. EEOC's **toll-free TDD number is 1-800-800-3302**. For other information, call the Office of Equal Opportunity at **(202) 663-4395 (voice) or (202) 663-4399 (TDD)**, or write to:

Equal Employment Opportunity Commission
Office of Communications and Legislative Affairs
1801 L St., NW
Washington, DC 20507
(202) 663-4900
TDD: (202) 663-4494
Fax: (202) 663-4912

Housing

Discrimination in the sale or rental of housing on the basis of race, color, national origin, religion, sex, disability, or family status (having children) is illegal. On such a basis, it is illegal to:

- refuse to rent or sell housing;
- refuse to negotiate for housing;
- make housing unavailable;
- deny housing;
- set different terms, conditions, or privileges for the sale or rental of a dwelling, or provide different services or facilities in connection with the sale or rental;
- falsely deny that housing is available for inspection, sale, or rental;
- engage in blockbusting practices by persuading owners to sell or rent by telling them that minorities are moving into a neighborhood;
- deny anyone access to or membership in a facility or service related to the sale or rental of housing, such as membership in multiple listing services or real estate brokers' organizations;
- make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement indicating any preference, limitation, or discrimination with respect to the sale or rental of a dwelling;
- discriminate in the making or purchasing of loans or providing other financial services for a dwelling, including making available property insurance;

- discriminate in the appraising of residential property, or

- refuse to permit reasonable alterations to make a dwelling accessible for disabled tenants, or to provide reasonable accommodations for equal opportunity to enjoy the dwelling.

If you think you have been discriminated against:

- in trying to buy or rent a house or apartment;

- in getting a housing loan (see also the section on credit);

- in seeking real estate broker services;

or if you wish to complain about advertisements that say housing is available only to persons of a certain race, color, national origin, sex, or religion, you may file a complaint with the nearest **Fair Housing Enforcement Center of the Department of Housing and Urban Development (HUD)** listed on page 67 or with:

U.S. Department of Housing and Urban Development
Office of Fair Housing and Equal Opportunity
451 7th St., SW, Room 5204
Washington, DC 20410-2000
(202) 619-8041
Toll-free Hot line number: 1-800-669-9777
In Washington, DC: 708-0836
Toll-free TDD for the hearing impaired: 1-800-927-3275
Fax: (202) 708-1425

For more information about how to file a complaint or to obtain forms call the Fair Housing Clearinghouse at **1-800-343-3442**.

You may file suit, at your expense, in Federal District Court or State court. You may bring suit even after filing a complaint, if you have not signed a conciliation agreement and an administrative law judge has not started a hearing. You must file suit within 2 years of the alleged discriminatory action.

Finally, you may file a complaint with the U.S. Department of Justice, which may step in if a pattern or practice of discrimination appears to exist, or if the denial of rights to a group of persons raises an important public issue. Send the complaint to:

U.S. Department of Justice
Civil Rights Division
Housing and Civil Enforcement Section
PO Box 65998
Washington, DC 20035-5998
(202) 514-4713
Fax: (202) 514-1116

If you think you have been discriminated against in seeking **real estate broker services**, where such services include credit referral, you should also send a complaint to:

Federal Trade Commission
Bureau of Consumer Protection
FTC Building, 6th St. & Pennsylvania Ave., NW
Washington, DC 20580
(202) 326-2222
TDD: (202) 326-2050
Fax: (202) 326-2050

Neither HUD nor the Justice Department has authority to act in some instances of discrimination, such as those that occur in the sale or rental of a single-family home by a private individual who owns three or fewer such units and does not advertise or use a broker, or in the rental of a room or apartment in a dwelling containing four or fewer units, if the owner lives in one of them.

Law Enforcement

Federal criminal civil rights law prohibits law enforcement agents from conspiring to interfere with federally protected rights, depriving rights under color of law, or using or conspiring to use force, or threat of force, to interfere with the free exercise of your civil rights.

To report criminal activities that constitute violations of civil rights, contact:

U.S. Department of Justice
Civil Rights Division
Criminal Section
10th St. & Constitution Ave., NW
Washington, DC 20530
(202) 514-1412
Fax: (202) 514-3003

If you are a victim of gender-motivated violence in which the level of violence under State or Federal law constitutes a felony, there is a Federal, civil remedy under the Violence Against Women Act of 1994. To make use of this remedy it is not required that charges be filed or there be a conviction. **Unlike other civil rights actions, this action is not brought by the government, but by the private individual through an attorney.**

For further information about the Violence Against Women Act, contact:

U.S. Department of Justice
Violence Against Women Office
10th St. & Constitution Ave., NW
Washington, DC 20530
(202) 616-8894
Fax: (202) 307-3911

If you have a complaint of police brutality or the abuse of your rights by the police or other public officials, contact the nearest office of the **Federal Bureau of Investigation (FBI)**, listed in the front of your telephone directory under "police," or write to the **Department of Justice** at the address above.

An individual who believes that a law enforcement agency receiving Department of Justice assistance, such as a police or sheriff's department, jail, State police, or corrections system, is discriminating on the basis of race, color, national origin, religion, sex, or age may file a complaint with:

U.S. Department of Justice
Civil Rights Division
Coordination and Review Section
PO Box 66560
Washington, DC 20035-6560
(202) 307-2222
TDD: (202) 307-2678
Fax: (202) 307-0595

or

U.S. Department of Justice
Office of Justice Programs
Office for Civil Rights
633 Indiana Ave., NW, Room 1101
Washington, DC 20531
(202) 307-0690
Fax: (202) 616-9865

Complaints of discrimination on the basis of disability by law enforcement agencies may also be sent to the:

U.S. Department of Justice
Civil Rights Division
Disability Rights Section
PO Box 66738
Washington, DC 20035-6738
Voice: 800-514-0301
TDD: 800-514-0383
Fax: (202) 307-1198

Prisoners

The constitutional rights of inmates are very limited. Prisoners' rights that are protected are:

- a right to be free from cruel and unusual punishment, which is usually construed to mean the infliction of unnecessary and unrestricted pain; and

- a right to exercise religious beliefs. Prisoners must be allowed the opportunity to pray and to meet with other inmates to worship within a group. Even individuals in disciplinary detention are entitled to pray and read religious texts.

Also, the Equal Protection Clause of the 14th amendment to the Constitution requires that the conditions of women's prisons must be equal to the conditions under which male prisoners are held, and vice versa.

If you are confined to a **Federal Bureau of Prisons** institution and believe you have been discriminated against by the institution, you should file a formal written complaint at the institution within **15 days** of the incident. Extensions of time will be granted where

there is a valid reason for the delay. You should follow the internal grievance procedure unless you think that your complaint is such that you might be adversely affected if the nature of the complaint became known within the institution, in which case you may file the complaint with the appropriate Regional Director of the Bureau of Prisons (for addresses, see page 60). Your complaint should include an explanation of why you have chosen to file with the Regional Director. If the complaint alleges that your health or welfare is immediately threatened, the warden must respond through the regional office within 48 hours of receiving the complaint.

If you are confined to a **non-Federal institution** and want to file a complaint about conditions or practices of the institution, follow the internal grievance procedure of the institution. In some prison systems it is necessary to file an institutional grievance before filing suit in Federal court.

Under the Civil Rights of Institutionalized Persons Act (CRIPA), the Attorney General is authorized to file suit on behalf of inmates at a given institution to redress systematic deprivations of inmates' constitutional rights. To file a complaint with the Attorney General, write to:

U.S. Department of Justice
Civil Rights Division
Special Litigation Section
PO Box 66400
Washington, DC 20035-6400
(202) 514-6255

Under the Americans with Disabilities Act (ADA), prisoners with disabilities, particularly prisoners with HIV, may have a right to participate in various services, programs, and activities. Complaints of discrimination under the ADA should be filed with the **Department of Justice** (for address, see page 30) within **180 days** of the alleged discriminatory act.

Federally Assisted Programs

Discrimination on the basis of race, color, national origin, age, or disability in federally assisted programs is prohibited. This prohibition applies to recipients of Federal assistance and subrecipients. Discrimination on the basis of sex or religion is also prohibited in some federally assisted programs. Discrimination on the basis of sex is prohibited in all federally assisted education programs.

Laws barring discrimination because of race, color, national origin, or disability in federally assisted programs cover benefits and services provided by the program. As a result, recipients of Federal assistance may not discriminate to:

- deny an individual service, aid, or benefits;

- provide only inferior or discriminatory service, aid, or benefits;

- subject an individual to segregation or different treatment in relation to aid, service, or benefits;

- restrict or discourage individuals in their access to and usage of facilities;

- treat an individual differently in regard to eligibility for programs or services;

- use criteria that would impair accomplishment of the program's objectives or that would subject individuals to discrimination; or

- discriminate against an individual in any program or activity that is conducted in a facility constructed wholly or partly with Federal funds.

Laws barring discrimination in federally assisted programs usually do not cover employment by the program, unless: (1) a main purpose of the operation is to provide employment; or (2) discrimination in employment could cause discrimination in benefits or services; or (3) an allegation of disability discrimination is made.

In the event that employment is covered, you should file such a complaint with the Federal agency funding the program. Also, job discrimination is covered by other laws, and complaints should also be filed as described in the employment section of this publication. See page 15.

Laws barring discrimination in federally assisted programs are normally enforced by the agency that provides the assistance. If a recipient of Federal funds is found to be discriminating and refuses to come into compliance with the law, the Federal agency may terminate the funding to that recipient or refer the case to the Department of Justice for possible litigation.

Complaints alleging discrimination in federally assisted programs should generally be filed with the appropriate Federal agency within 180 days of the alleged discriminatory act. However, some agencies allow more time to file a complaint, while others allow as few as 90 days. You should check with the appropriate agency as quickly as possible if you believe you have been discriminated against. If you do not know which Federal agency may fund the program, but you believe it probably receives Federal assistance, you may file with the **Coordination and Review Section of the Department of Justice** (see page 41). That office will refer your complaint to the appropriate Federal agency.

Information on where to file complaints about federally assisted education, employment, housing, and law enforcement programs is contained in other sections of chapter 3.

Programs in agriculture, health and welfare, recreation, transportation, environmental control, and other fields are covered in this section.

Department of Agriculture

The Department of Agriculture handles complaints alleging discrimination in **agricultural and rural programs**. Some complaints that should be filed with the Department of Agriculture are:

- discrimination in **Extension Programs**, such as in 4-H club participation;
- discrimination in the **Food Stamp Program**, such as discrimination in distribution of food stamp benefits;
- discrimination in the **Rural Rental Housing Program**, such as biased eviction from a rural rental housing (apartment-style) complex because of lease violations;
- discrimination in **Rural Utility Programs**, such as in providing telephone, electric, or waste water facilities.

All of these programs are covered by laws or regulations prohibiting discrimination based on race, national origin, color, age, or disability. Housing programs are also covered by laws or regulations that prohibit discrimination based on marital and family status, and religion.

If you believe you have been discriminated against by one of the above programs or by any other program that receives assistance from the Department of Agriculture, send your complaint to:

U.S. Department of Agriculture
Office of Civil Rights Enforcement
Program Complaint Adjudication Division
14th St. & Independence Ave., SW, Room 1575-S
Washington, DC 20250-9401
(202) 720-7327
1-800-245-6340
Fax: (202) 720-8046

Department of Energy

To conserve needed energy and aid those persons least able to afford higher utility costs, the **Department of Energy's** weatherization assistance program makes funds available to States, local governments, community action agencies, and, in certain instances, Native American tribal organizations to insulate the dwellings of low-income persons, especially the elderly and disabled. All low-income households are eligible to receive this assistance, which includes the making of furnace efficiency modifications and the installation of weatherization materials such as ceiling insulation, caulking, weather stripping, and storm windows.

If you think you have been discriminated against by a State or local government or by a community action agency in trying to get assistance under the weatherization program, write to:

U.S. Department of Energy
Office of Civil Rights
1000 Independence Ave., SW, Room 4B112
Washington, DC 20585
(202) 586-2218
1-800-424-9246
Fax: (202) 586-0888

U.S. Environmental Protection Agency

The **Environmental Protection Agency** provides financial assistance to State and local governments, tribal governments, and local education programs (this means any educational program or activity, not only those conducted by a formal educational institution) that deal, among others, with:

- pollution control and prevention,
- the development of municipal wastewater treatment facilities,
- the removal of asbestos from schools, or
- hazardous waste site identification, health risk assessment, and cleanup.

Allegations that residents of predominantly minority and low-income communities bear a disproportionate share of environmentally related health risks are investigated by the agency's external compliance program, which is managed in collaboration with the agency's **Office of Environmental Justice**.

If you think that you have been discriminated against in programs funded by the EPA write to:

U.S. Environmental Protection Agency
Office of Civil Rights
Waterside Mall
401 M St., SW, West Tower Room 206
Mail 1201
Washington, DC 20460
(202) 260-4575
1-800-424-9346
TDD: (202) 260-4565
Fax: (202) 260-4580

Department of Health and Human Services

Many institutions and people receive funding from the **Department of Health and Human Services (DHHS)**. Among them are:

- hospitals;
- nursing homes and extended care facilities;
- family health centers and clinics;
- alcohol and drug treatment centers;
- community mental health centers;
- physicians and other health professionals in private practice with patients assisted by medicaid;
- State agencies responsible for administering health care;
- State and local public assistance agencies;
- day care centers;
- adoption agencies;

- foster care homes;

- senior citizen centers;

- nutrition programs; and others.

If you believe you have been discriminated against by an entity receiving funds from the **DHHS**, send the complaint to a Regional Manager of the Office for Civil Rights or to:

U.S. Department of Health and Human Services
Director, Office for Civil Rights
Cohen Building
330 Independence Ave., SW, Room 5400
Washington, DC 20201
(202) 619-0403
Voice Hot Line: (202) 863-0100
TDD: (202) 863-0101
Voice Toll Free: 1-800-368-1019
TDD Toll Free: 1-800-537-7697
Fax: (202) 619-3818

Department of the Interior

The **Department of the Interior** provides funding for natural resource, recreation, and wildlife programs.

Through the **National Park Service**, the Department of the Interior provides funds to:

- States for park acquisition and outdoor public recreation projects;

- States to expand the National Register of Historic Places and for the identification, evaluation, and protection of historic properties;

- the National Trust for Historic Preservation for its activities; and

- eligible cities and counties for the rehabilitation of recreation areas and facilities, demonstration of innovative approaches to park management and recreation opportunities, and for recreation planning.

If you believe that you have, or your community has been discriminated against in the receipt of any of these National Park Service funds, contact:

U.S. Department of the Interior
National Park Service
Office of Equal Opportunity
Interior Building
1849 C St., NW, Room 1221
Washington, DC 20240
(202) 208-7822
Fax: (202) 219-2301

The **Fish and Wildlife Service** provides Federal financial assistance for:

- projects aimed at restoring and managing the sport fish population or improving sport fishing; and

- State fish and wildlife agencies to restore or manage wildlife populations and for hunter safety programs.

If you think you have, or your community has been discriminated against in Fish and Wildlife Service programs, write to:

U.S. Department of the Interior
Fish and Wildlife Programs
Federally Assisted and Conducted Programs
Webb Building
4040 N. Fairfax Drive, Room 300
Arlington, VA 22203
(703) 358-2558
Fax: (703) 358-2030

Complaints regarding all other programs funded by the Department of the Interior should be sent to:

U.S. Department of the Interior
Office of Equal Opportunity
Federal Financial Assistance Programs
Interior Building
1849 C St., NW, Room 5221
Washington, DC 20240
(202) 208-3455
1-800-424-5081
Fax: (202) 219-2184

Department of Transportation

Programs funded by the **Department of Transportation (DOT)** are prohibited from discriminating on the basis of race, color, national origin, sex, disability, age, and low-income status. If you believe that an entity receiving funds from DOT, or an entity involved in transportation under the Americans with Disabilities Act, is discriminating in providing or denying a service, write to:

U.S. Department of Transportation
Departmental Office of Civil Rights, S-33
400 7th St., SW, Room 10215
Washington, DC 20590
(202) 366-4648
TTY/TDD: (202) 366-8538
Fax: (202) 366-9371

You may also write to the appropriate Operating Administration's Office of Civil Rights listed below:

For highways, curb cuts, parking for people with disabilities, write to:

Federal Highway Administration
Office of Civil Rights, HCR-1
400 7th St., SW, Room 4132
Washington, DC 20590
(202) 366-0693

For railroads and AMTRAK, write to:

Federal Railroad Administration
Office of Civil Rights, ROA-10
400 7th St., SW, Room 8125
Washington, DC 20590
(202) 366-9753

For public surface transportation such as buses, paratransit vehicles, and subways, write to:

Federal Transit Administration
Office of Civil Rights, TCR-1
400 7th St., SW, Room 7412
Washington, DC 20590
(202) 366-6153

For airline disputes, write to:

Aviation Consumer Protection Division
Office of Aviation Enforcement Proceedings, I-25
400 7th St., SW, Room 10405
Washington, DC 20590
(202) 366-5957

For driver's licensing and motor vehicle bureaus, write to:

National Highway Traffic Safety Administration
Office of Civil Rights, NOA-20
400 7th St., SW, Room 5201
Washington, DC 20590
(202) 366-6795

For ports, ships, and their certification and licensing, write to:

U.S. Coast Guard
Office of Civil Rights, G-H
2100 2nd St., SW, Room 2400
Washington, DC 20593
(202) 267-1562

For airports, aviation, and aviation security, write to:

Federal Aviation Administration
Assistant Administrator for Civil Rights, ACR-1
800 Independence Ave., SW, Room 1030
Washington, DC 20591
(202) 267-3264

If you think you have been discriminated against by a program operated under a community development grant, write to the appropriate area office of the **Department of Housing and Urban Development** listed in your telephone book. You may also call one of the phone numbers listed on page 27.

If you think you have been discriminated against by the **National Guard**, the **Civilian Health and Medical Programs of the Uniformed Services (CHAMPUS)**, or by another defense program, such as a program of the **U.S. Army Corps of Engineers** or of the **Defense Civil Preparedness Agency**, write to:

U.S. Department of Defense
Deputy Assistant Secretary of Defense, Equal Opportunity
4000 Defense, The Pentagon, Room 3A272
Washington, DC 20301-4000
(703) 695-0105
Fax: (703) 697-7534

If you think you have been discriminated against by any program funded or assisted by the **Department of Commerce**, write to:

U.S. Department of Commerce
Office of Civil Rights
Herbert C. Hoover Building
14th St. & Constitution Ave., NW, Room 6010
Washington, DC 20230
(202) 482-5691
TDD: (202) 482-5691
Fax: (202) 482-5375

If you think you have been discriminated against by a company that receives or dispenses **Small Business Administration** funds, write to:

U.S. Small Business Administration
Equal Employment Opportunity and Civil Rights Compliance
409 3rd St., SW, Suite 6400
Washington, DC 20416
(202) 205-6750
1-800-827-5722
TDD: (202) 205-7150
Fax: (202) 205-7580

Direct discrimination by a Federal agency in awarding grants to community organizations, governments, or others is not necessarily barred by Federal statutes. However, it is prohibited by the U.S. Constitution. Complaints should be filed with the agency responsible for the discriminatory act; if that agency does not act, you may have to file a lawsuit to protect your rights.

The Coordination and Review Section of the Civil Rights Division of the Department of Justice serves as the coordinator of enforcement by Federal agencies of all statutes that prohibit discrimination in programs that receive Federal financial assistance. If you think you have been discriminated against by an agency that receives Federal assistance and you don't know which agency to contact, write to the Coordination and Review Section at the address below:

U.S. Department of Justice
Civil Rights Division
Coordination and Review Section
PO Box 66560
Washington, DC 20035-6560
(202) 307-2222
TDD: (202) 307-2678
Fax: (202) 307-0595

Public Accommodations and Facilities

Federal law prohibits privately owned facilities that offer food, lodging, gasoline or entertainment to the public from discriminating on the basis of race, color, religion, or national origin. If you think that you have been discriminated against in using such a facility, you may file a complaint with the Civil Rights Division of the Department of Justice, or with the United States attorney in your area. In addition, you may file suit in the U.S. district court.

In addition, the Americans with Disabilities Act prohibits discrimination on the basis of disability in a wide range of places of public accommodation, including facilities that offer

lodging, food, entertainment, sales or rental services, health care and other professional services, or recreation. If you feel that a place of public accommodation has discriminated against you on the basis of your disability, you should follow the procedures addressed on page 4.

There are also State laws that broadly prohibit discrimination on the basis of race, color, religion, national origin, and disability in places of public accommodation. To determine whether your State has such a law, you should contact your State or local human rights agency, or your State attorney general's office.

Public facilities such as courthouses, jails, hospitals, parks, and other facilities owned and operated by State and local government entities cannot discriminate in their services because of race, color, religion, national origin, or disability. If you think a public facility has discriminated against you because of race, color, religion, or national origin, you may file suit in the U.S. district court or file a complaint with the nearest U.S. attorney's office.

People with disabilities cannot be discriminated against or excluded from services, programs, or activities offered by State or local governments. All public transportation systems must be accessible to people with disabilities, regardless of whether the system receives Federal financial assistance.

State and local governments must eliminate any eligibility criteria for participation in programs, activities, and services that screen out or tend to screen out persons with disabilities, unless the government can establish that the requirements are necessary for the provision of the service, program, or activity. In addition, public facilities must ensure that individuals with disabilities are not excluded from services, programs, or activities because buildings are inaccessible.

State and local agencies that provide emergency telephone services must provide "direct access" to individuals who rely on TTY or computer modems for telephone communication. Companies offering telephone services to the general public must offer telephone relay services to individuals who use TTYs or similar devices.

Discrimination complaints about public facilities (other than Architectural Barriers Act complaints) should be sent to:

- the Federal agency that provides funding to the facility subject to the complaint;
- the Federal agency designated to investigate complaints, or
- the Department of Justice.

Complaints can always be filed with the Civil Rights Division of the Department of Justice, which will refer your complaint to the appropriate agency.

Complaints regarding new construction of, or alterations to buildings or facilities funded by the Federal Government and subject to the Architectural Barriers Act of 1968 should be sent to:

Architectural and Transportation Barriers Compliance Board
Office of Compliance and Enforcement
1331 F St., NW, Suite 1000
Washington, DC 20004-1111
(202) 272-5434
1-800-872-2253
TTY: (202) 272-5449
Fax: (202) 272-5447

The **Disability Rights Section** of the Civil Rights Division of the U.S. Department of Justice handles complaints of discrimination based on disability in places of public accommodation, including all hotels, restaurants, retail stores, theaters, health care facilities, convention centers, parks, and places of recreation. To file a complaint of discrimination based on disability, call **1-800-514-0301** and send your complaint to:

U.S. Department of Justice
Civil Rights Division
Disability Rights Section
PO Box 66738
Washington, DC 20035-6738
(202) 307-2227
TDD: 1-800-514-0383
Fax: (202) 307-1198

If the Disability Rights Section of the Civil Rights Division believes that there is a pattern or practice of discrimination, or the complaint raises an issue of general public importance, it may attempt to negotiate a settlement of the matter, or bring an action in U.S. district court. Any such action would be taken on behalf of the United States. You also have the option of filing your own lawsuit in U.S. district court.

Voting

Federal laws prohibit discrimination in voting practices on the basis of race, color, previous condition of servitude, sex, disability, being a member of a language minority, or age if you are 18 years of age or older. The prohibition because of race or color is directed against the United States, State and local governments, and private organizations such as

political parties. Your right to vote in general interest elections cannot be restricted by classifications on grounds other than residence, age, and citizenship, unless the classification serves a compelling State interest. General interest elections involve the voting on important governmental functions, such as imposition of property or sales taxes, maintenance of streets, operation of schools (including school board elections), and providing of sanitation, health, or welfare services.

The imposition by a State or voting district of a voting qualification, a prerequisite for registration or voting, or some other standard, practice, or procedure based on race, color, or membership in a language minority group that results in a denial of your right to vote or to participate in the processes leading to a nomination or election is forbidden by Federal laws. It is also forbidden to have as a prerequisite for voting that you demonstrate the ability to read, write, understand, or interpret any matter, demonstrate any educational achievement or knowledge of any particular subject, or possess good moral character. If you cannot read or write, voting officials are required to permit you to receive assistance from a person of your choice so that you can vote.

States may require you to provide some information, including identification information such as race, in order to determine your eligibility to vote and prevent voter fraud. A State may take away your right to vote if you are a convicted felon, but only as long as the purpose of the rule is not to disenfranchise you as a member of a minority group.

The Federal Government requires that a voter registration application be provided simultaneously with an application for, or renewal of, a driver's license or other personal identification document issued by a State motor vehicle authority. States are also required to provide registration materials by mail and in all public libraries, public schools, unemployment offices, Armed Forces recruitment offices, State offices that provide public assistance, and State-funded programs primarily engaged in providing services to those with disabilities.

If you are a member of a language minority and unable to participate effectively in English language elections, your State or voting district must provide you with registration and voting notices, forms, instructions, assistance, and other materials and information relating to the electoral process, including ballots, in English and in your language if your county has been determined to satisfy criteria contained in the minority language provisions of the Voting Rights Act.

As a safeguard against discrimination, jurisdictions covered under the special provisions of the Voting Rights Act must seek approval from either the Attorney General or the U.S. District Court for the District of Columbia before making changes in voting practices or procedures. Also, the Attorney General is authorized to request that Federal observers be sent to such jurisdictions to monitor polling place activities on election day.

If you think you were discriminated against when you tried to vote or register to vote, immediately complain to local voting officials, and contact the nearest **United States Attorney's Office** (see page 90), or write to the **Voting Section of the Civil Rights**

Division of the Department of Justice at the address below. You should also complain if you were discriminated against in campaigning for office, or when you took part in a political meeting, signed up other voters, or served as an election official or poll watcher, or if you think a change in local voting laws has a discriminatory purpose or effect.

The Voting Section also safeguards the right to vote of the disabled and illiterate persons, overseas citizens, persons who change their residence shortly before a Presidential election, and persons 18 or older discriminated against because of their age. The U.S. Attorney General may bring a civil action in Federal district court to enforce your right to vote. As a private individual, you may also bring a civil action to remedy discriminatory behavior.

To send a voting complaint to the **Department of Justice**, write to:

U.S. Department of Justice
Civil Rights Division
Voting Section
PO Box 66128
Washington, DC 20035-6128
(202) 307-3143
Fax: (202) 307-3961

4. Special Circumstances

Lack of Citizenship

The Constitution protects, to some extent, people in this country who are not citizens from arbitrary denial of rights.

Discrimination in employment, education, and social services are some areas of concern to noncitizens.

If you are discriminated against in employment, you may file a complaint at the **Office of Special Counsel for Immigration Related Unfair Employment Practices** of the Department of Justice within 180 days of the discriminatory action if you are a:

- legal permanent resident who filed for citizenship within 6 months of becoming eligible,
- legal temporary resident,
- refugee, or
- asylee.

You are also protected against national origin discrimination, a refusal to accept proper identity papers or a work authorization or both, or unlawful retaliation, as in hiring, recruitment, referral for a fee, or discharge.

Citizenship discrimination covers employers with four or more employees.

You should send a complaint to:

Office of Special Counsel for
Immigration Related Unfair Employment Practices
PO Box 27728
Washington, DC 20038-7728
(202) 616-5528
Employer hot line 1-800-255-8155
Employee hot line 1-800-255-7688
Fax: (202) 616-5509

or to a district office of the **Equal Employment Opportunity Commission,** listed on page 77. Lack of citizenship discrimination is not always a basis for a complaint of illegal discrimination (see page 20), since the hiring of illegal aliens is prohibited.

Recent changes in welfare and immigration laws have shifted the administration of need-based social programs and medicaid to the States. These changes now allow States to withhold assistance from persons who are not citizens, subject to certain exemptions for refugees or asylees who have resided in the U.S. for 5 years or less; aliens serving or who have served in the military (and their spouses and dependent children); and permanent legal residents who have worked lawfully in the U.S. for at least 10 years. In addition, the new laws make permanent legal residents ineligible to receive food stamps or SSI assistance, unless they have lawfully worked in the U.S. for at least 10 years.

To find out what benefits you may be eligible to receive, contact your State's Department of Human Services or the proper office of the U.S. Department of Health and Human Services, listed on page 65.

Regardless of citizenship status, if you believe you or your child has been discriminated against by a public elementary or secondary school, you should contact the U.S. Department of Education listed on page 13.

Native Americans

Through the Indian Civil Rights Act of 1968 (ICRA), Congress statutorily imposed on tribal governments provisions similar to those found in the Bill of Rights. Commonly known as the Indian Bill of Rights, the ICRA provides protections similar, but not identical, to those provided by the U.S. Constitution.

Tribal forums are available to enforce rights created by the ICRA. Federal courts do not oversee tribal compliance with the ICRA, except in cases of habeas corpus.

The American Indian Religious Freedom Act declares that a lack of clear and adequate legal protection for the religious use of peyote by Indians might serve to stigmatize Indian tribes and cultures and increase the risk that they would be exposed to discriminatory treatment. On that basis, the act preserves Indians' rights to the sacramental use of peyote.

Likewise, a 1994 Presidential memorandum recognizes the sacred place of eagle feathers in Native American culture and religious practices and provides easier access to scarce eagle carcasses and parts.

Civil rights laws passed by Congress protect all citizens, including Native Americans and non-Native Americans. Therefore, any Native American can bring a discrimination complaint if he or she suffers discrimination on account of race, color, creed, religion, sex, or national origin with respect to housing, employment, commercial transactions, or access to public accommodations.

If you think you have been discriminated against because you are a Native American, you should file a complaint with the appropriate agency listed in chapter 3 of this booklet. In addition, you should write to:

U.S. Department of Justice
Assistant Attorney General for Civil Rights
PO Box 65808
Washington, DC 20535-5808
(202) 514-2151
Fax: (202) 514-0293
TDD: (202) 514-0716

For further information on Department of Justice and Federal Government activities affecting Native Americans contact:

U.S. Department of Justice
Office of Tribal Justice
9th St. & Pennsylvania Ave., NW, Room 1509
Washington, DC 20530
(202) 514-8812
Fax: (202) 514-9078

Institutionalized Persons

The Department of Justice protects your rights if you are an individual confined in certain institutions owned or operated by or on behalf of a State or local government. These institutions include facilities for the mentally ill and developmentally disabled, nursing homes for the elderly, prisons and jails, and detention halls for juveniles.

If you have a complaint send it to:

U.S. Department of Justice
Civil Rights Division
Special Litigation Section
PO Box 66400
Washington, DC 20035-6400
(202) 514-6255
Fax: (202) 514-6273

Military Personnel

If you are in the **U.S. Navy** and have a discrimination complaint about an aspect of military life, it should be handled through the chain of command.

If you are in the **U.S. Army or Marine Corps**, discrimination complaints are handled through the chain of command and inspector general channels.

If you are in the **U.S. Air Force**, a discrimination complaint should first be taken up with your supervisor or commander. If it is not resolved to your satisfaction, you should contact the equal opportunity and treatment officer or the noncommissioned officer at your wing or base social actions office.

If you are in **any branch of the armed services** and are discriminated against in **off-base housing**, contact your post or base housing referral office. If the discriminatory act took place in the United States, you should also file a compliant with the Department of Housing and Urban Development (see page 27).

5. More Help

Discrimination Law Guides

A ***Compilation of Civil Rights Laws*** may be obtained free from:

U.S. Commission on Civil Rights
Publications Office
624 9th St., NW, Room 600
Washington, DC 20425
(202) 376-8110
(202) 376-8472

Civil Rights Protection in the United States: Brief Summaries of Constitutional Amendments, Federal Laws and Executive Orders, prepared by the Congressional Research Service of the Library of Congress, may be obtained by contacting your congressional representative.

To obtain a comprehensive guide to the legal rights of prisoners, request ***The Rights of Prisoners***, an American Civil Liberties Union handbook, by writing to:

Southern Illinois University Press
PO Box 3697
Carbondale, IL 62902-3697

Legal Action

It may be necessary to bring a law suit to enforce your rights. However, if an administrative procedure has been set up to deal with a particular problem, such as employment discrimination, courts may require you to exhaust that process before suit can be filed.

For legal assistance, you may contact your local legal aid society or bar association. See a listing of the State Bar Associations on page 107. For private groups who can assist you, see the "Selected Private Organizations" section below.

Selected Private Organizations

The following is a list of selected private organizations that can provide information on topics cited in this booklet.

For additional information on redlining and the Community Reinvestment Act, contact:

Association of Community Organizations For Reform Now
739 8th St., SE
Washington, DC 20003
(202) 547-9292
Fax: (202) 546-2483

Center for Community Change
1000 Wisconsin Ave., NW
Washington, DC 20007
(202) 342-0519
Fax: (202) 342-1132

National Training and Information Center
810 N. Milwaukee Ave.
Chicago, IL 60622-4103
(312) 243-3035
Fax: (312) 243-7044

Woodstock Institute
407 S. Dearborn, Suite 550
Chicago, IL 60605
(312) 427-8070
Fax: (312) 427-4007

For additional information on women's rights in the workplace, contact

National Center For Women And Family Law, Inc.
799 Broadway, Room 402
New York, NY 10003
(212) 674-8200
Fax: (212) 533-5104

Catalyst
250 Park Ave. S., 5th Floor
New York, NY 10003
(212) 777-8900
Fax: (212) 477-4252

Equal Rights Advocates
1663 Mission St., Suite 550
San Francisco, CA 94103
(415) 621-0672

Federation of Organizations for Professional Women
1825 I St., NW, Suite 400
Washington, DC 20006
(202) 328-1415

National Association of Working Women
614 Superior Ave., NW
Cleveland, OH 44113
(216) 566-9308 (General Information)
1-800-522-0925 (Hot line)

NOW Legal Defense and Education Fund
99 Hudson St., 12th Floor
New York, NY 10013
(212) 925-6635
Fax: (212) 226-1066

FEW (Federally Employed Women)
1400 Eye St., N.W., Suite 425
Washington, DC 20005-2252
(202) 898-0094
Fax: (202) 898-0098

For legal referrals available through the mail, contact:

National Women's Law Center
11 Dupont Circle, Suite 800
Washington, DC 20036
(202) 588-5180
Fax: (202) 588-5185

Women's Legal Defense Fund
1875 Connecticut Ave., NW, Suite 710
Washington, DC 20009
(202) 986-2600
Fax: (202) 986-2539

FEW Legal and Education Fund, Inc.
PO Box 4830
Washington, DC 20008
(202) 462-5235

For more information on discrimination against people with disabilities, contact:

ABLEDATA
8455 Colesville Road
Silver Spring, MD 20910-3319
Voice/TDD 1-800-227-0216
Voice/TDD (301) 588-9284
BBS (304) 759-0727
E-mail NARIC@CAP.GWU.EDU

Job Accommodation Network
918 Chestnut Ridge Road, Suite 1
West Virginia University
PO Box 6080
Morgantown, WV 26506-6080
1-800-232-9675
1-800-526-7234

For more information regarding age discrimination, contact:

American Bar Association Committee
on Legal Problems of the Elderly
740 15th St., NW, 8th Floor
Washington, DC 20005
(202) 662-8690
Fax: (202) 662-1032

AARP Legal Counsel for the Elderly
601 E St., NW
Washington, DC 20049
(202) 434-2120

National Senior Citizens Law Center
1815 H St., NW, Suite 700
Washington, DC 20036
(202) 887-5280
Fax: (202) 785-6792
or
777 S. Figueroa St., Suite 4230
Los Angeles, CA 90017
(213) 236-3890
Fax: (213) 236-3890

National Bar Assn. Black Elderly Legal Assistance Project
1225 11th St., NW
Washington, DC 20001
(202) 842-3900
Fax: (202) 289-6170

For more information regarding citizenship and immigration issues, contact:

Lawyers' Committee for Human Rights
100 Maryland Ave., NW, Suite 502
Washington, DC 20002
(202) 547-5692
Fax: (202) 543-5999
E-mail: WDC@lchr.org.

For assistance in locating an attorney who may be able to represent you in a case involving discrimination in employment laws and other employment matters, contact:

National Employment Lawyers Association
600 Harrison St., Room 535
San Francisco, CA 94107

To obtain a list of national, State, and local organizations active in the protection of prisoners' rights, write to:

American Civil Liberties Union
National Prison Project
1875 Connecticut Ave., NW, Suite 410
Washington, DC 20009
(202) 234-4830

For more information about your right to fair housing, contact:

National Fair Housing Alliance
927 15th St., NW
Washington, DC 20005
(202) 898-1661
Fax: (202) 371-9744

National Housing Law Project
2201 Broadway, Suite 815
Oakland, CA 94612
(510) 251-9400
Fax: (510) 251-0600

For a comprehensive listing and description of activities of agencies and private organizations dealing with fair housing, write to:

National Neighbors
PO Box 9390
Washington, DC 20005

For more information concerning environmental justice issues, contact:

Sierra Club Legal Defense Fund, Inc.
1531 P St., NW, Suite 200
Washington, DC 20005
(202) 667-4500
Fax: (202) 667-2356

Environmental Law Institute
1616 P St., NW, Suite 200
Washington, DC 20036
(202) 328-5150
Fax: (202) 328-5002

Environmental Defense Fund
1875 Connecticut Ave., NW, Suite 1016
Washington, DC 20009
(202) 387-3500
Fax: (202) 234-6049

For more information and assistance concerning voting rights, contact:

Lawyers' Committee for Civil Rights Under Law
1450 G St., NW, Room 400
Washington, DC 20005
(202) 662-8600
Fax: (202) 783-0857

NAACP Legal Defense and Educational Fund, Inc.
1275 K St., NW, Room 301
Washington, DC 20005
(202) 682-1300
Fax: (202) 682-1312

Southwest Voter Registration Education Project
403 E. Commerce, Suite 220
San Antonio, TX 78205
(210) 222-0224
1-800-404-VOTE
Fax: (210) 222-1011

For information and assistance concerning religious rights, contact:

Center for Law and Religious Freedom
Christian Legal Society
4208 Evergreen Lane, Suite 222
Annandale, VA 22003
(703) 658-3000
(703) 642-1075

Catholic League for Religious and Civil Rights
1011 1st Ave.
New York, NY 10022
(212) 371-3191

National Conference of Christians and Jews
71 Fifth Ave., Suite 1100
New York, NY 10003
1-800-352-6225

American Jewish Congress
15 E. 84th St.
New York, NY 10028
(212) 879-4500
or
2027 Massachusetts Ave., NW
Washington, DC 20036
(202) 332-4001

National Catholic Conference for Interracial Justice
3033 4th St., NE
Washington, DC 20017
(202) 529-6480

For general information on a variety of civil rights issues, contact:

American Civil Liberties Union
Public Education Department
132 W. 43rd St.
New York, NY 10036
(212) 944-9800, Ext. 422
Fax: (212) 869-9065

American Arab Anti-Discrimination Committee
4201 Connecticut Ave., NW, Suite 500
Washington, DC 20036
(202) 244-2990
Fax: (202) 244-3196

Asian Law Caucus
468 Bush St., 3rd Floor
San Francisco, CA 94108
(415) 391-1655
Fax: (415) 391-0366

Institute for Justice
1717 Pennsylvania Ave., NW, Suite 200
Washington, DC 20006
(202) 955-1300
Fax: (202) 955-1329

Japanese American Citizens League
1001 Connecticut Ave., NW, Suite 704
Washington, DC 20036
(202) 223-1240
Fax: (202) 296-8082

Mexican American Legal Defense and Educational Fund
634 South Spring St., 11th Floor
Los Angeles, CA 90014
(213) 629-2512
Fax: (213) 629-0266

National Asian Pacific American Consortium
1629 K St., NW, Suite 1010
Washington, DC 20006
(202) 296-2300
Fax: (202) 296-2318

Native American Rights Fund
1712 N St., NW
Washington, DC 20036-2976
(202) 785-4166
or
1506 Broadway
Boulder, CO 80302
(303) 447-8760

Puerto Rican Legal Defense and Education Fund
99 Hudson St., 14th Floor
New York, NY 10013
(212) 219-3360
Fax: (212) 431-4276

Lawyers' Committee for Civil Rights Under Law
1450 G St., NW, Suite 400
Washington, DC 20005
(202) 662-8600

NAACP Legal Defense and Educational Fund
1275 K St., NW, Suite 301
Washington, DC 20005
(202) 682-1300
or
99 Hudson St., Suite 1600
New York, NY 10013
(212) 219-1900

6. Agency Regional, District, or Local Offices

BUREAU OF PRISONS REGIONAL OFFICES
Address Complaints to: Regional Director
MID-ATLANTIC REGION
Area Covered: Delaware, District of Columbia, Indiana, Kentucky, Maryland, Michigan, North Carolina, Ohio, South Carolina, Virginia, West Virginia
Junction Business Park
10010 Junction Drive, Suite 100-N
Annapolis Junction, MD 20701
(301) 317-3103

NORTH CENTRAL REGION
Area Covered: Colorado, Illinois, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota, Wisconsin
Gateway Complex Inc.
Fourth and State Avenue, 8th Floor
Kansas City, KS 66101
(913) 621-3939

NORTHEAST REGION
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
U.S. Customs House
200 Chestnut Street, 7th Floor
Philadelphia, PA 19106
(215) 597-6317

SOUTH CENTRAL REGION
Area Covered: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
4211 Cedar Springs Road, Suite 300
Dallas, TX 75219
(214) 767-9700

SOUTHEAST REGION
Area Covered: Alabama, Florida, Georgia, Mississippi, Puerto Rico, South Carolina, Virgin Islands
523 McDonough Boulevard, SE
Atlanta, GA 30315
(404) 624-5202

WESTERN REGION
Area Covered: Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
7950 Dublin Boulevard, 3rd Floor
Dublin, CA 94568
(510) 803-4700

COMPTROLLER OF THE CURRENCY DISTRICT OFFICES
Address Complaints to: Compliance Manager
CENTRAL DISTRICT
Area Covered: Illinois, Indiana, Kentucky, Michigan, Ohio, Wisconsin
One Financial Plaza
440 South LaSalle Street, Suite 2700
Chicago, IL 60605
(312) 663-8000

MIDWESTERN DISTRICT
Area Covered: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
2345 Grand Avenue, Suite 700
Kansas City, MO 64108
(816) 556-1800

NORTHEASTERN DISTRICT
Area Covered: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont, Virgin Islands
1114 Avenue of the Americas, Suite 3900
New York, NY 10036
(212) 819-9860

SOUTHEASTERN DISTRICT
Area Covered: Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Marquis One Tower
245 Peachtree Center Avenue, NE. Suite 600
Atlanta, GA 30303
(404) 659-8855

SOUTHWESTERN DISTRICT
Area Covered: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
1600 Lincoln Plaza
500 North Akard
Dallas, TX 75201-3394
(214) 720-0656

WESTERN DISTRICT
Area Covered: Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, Nevada, Oregon, Utah, Washington, Wyoming
50 Fremont Street, Suite 3900
San Francisco, CA 94105-2292
(415) 545-5900

DEPARTMENT OF EDUCATION - OCR ENFORCEMENT OFFICES
Address Complaints to: Office for Civil Rights
ENFORCEMENT DIVISION A
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
J.W. McCormack Post Office and Courthouse Building
Room 222, 01-0061
Boston, MA 02109-4557
(617) 223-9662
TDD: (617) 223-9695

Area Covered: New Jersey, New York, Puerto Rico, Virgin Islands
75 Park Place, 14th Floor
New York, NY 10007
(212) 637-6466
TDD: (212) 264-9464

Area Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
Gateway Building
3535 Market Street, Room 6300, 03-2010
Philadelphia, PA 19104-3326
(215) 596-6787
TDD: (215) 596-6794

ENFORCEMENT DIVISION B
Area Covered: Alabama, Florida, Georgia, North Carolina, South Carolina, Tennessee
101 Marietta Tower, Suite 2000
Atlanta, GA 30323
Mail Address: PO Box 2048, 04-3010
Atlanta, GA 30301-2048
(404) 331-2954
TDD: (404) 331-7236

Area Covered: Arkansas, Louisiana, Mississippi, Oklahoma, Texas
1200 Main Tower Building, Suite 460, 06-5010
Dallas, TX 75202-9998
(214) 767-3959
TDD: (214) 767-3639

ENFORCEMENT DIVISION C
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
111 N. Canal Street, Suite 1053, 05-4010
Chicago, IL 60606-7204
(312) 886-8434
TDD: (312) 353-2540

Area Covered: Michigan, Ohio (elementary and secondary schools only)
Bank One Center
600 Superior Avenue East, Room 750
Cleveland, OH 44114-2611
(216) 522-4970
TDD: (216) 522-4944

Area Covered: Iowa, Kansas, Kentucky, Missouri, Nebraska
8th Floor, 07-6010
10220 North Executive Hills Boulevard
Kansas City, MO 64153-1366
(816) 880-4202
TDD: (816) 819-0582

ENFORCEMENT DIVISION D
Area Covered: Arizona, Colorado, Montana, New Mexico, North Dakota, South Dakota, Utah, Wyoming
Federal Building
1244 Speer Boulevard, Suite 310, 08-7010
Denver, CO 80204-3582
(303) 844-5695
TDD: (303) 844-3417

Area Covered: California
Old Federal Building
50 United Nations Plaza, Room 239
San Francisco, CA 94102-4102
(415) 437-7700
TDD: (415) 437-7786

Area Covered: Alaska, Hawaii, Idaho, Nevada, Oregon, Washington, American Samoa, Guam, Trust Territories of the Pacific Islands
Jackson Federal Building
915 Second Avenue, Room 3310, 10-9010
Seattle, WA 98174-1099
(206) 220-7880
TDD: (206) 220-7907

DEPARTMENT OF HEALTH AND HUMAN SERVICES REGIONAL OFFICES
Address Complaints to: Office for Civil Rights

REGION I
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Government Center
John F. Kennedy Federal Building, Room 2100
Boston, MA 02203
(617) 565-1340
TDD: (617) 565-1343

REGION II
Area Covered: New Jersey, New York, Puerto Rico, Virgin Islands
Jacob Javits Federal Building
26 Federal Plaza, Suite 3312
New York, NY 10278
(212) 264-3313
TDD: (212) 264-3656

REGION III
Area Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
Gateway Building
3535 Market Street, Room 6300
Philadelphia, PA 19104
(215) 596-1262
TDD: (215) 596-5195

REGION IV
Area Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
101 Marietta Street, NW, Suite 1515
Atlanta, GA 30323
(404) 331-2779
TDD: (404) 242-2867

REGION V
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
105 West Adams Street, 16th Floor
Chicago, IL 60603
(312) 886-2359
TDD: (312) 353-5693

REGION VI
Area Covered: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
1200 Main Tower Building, Room 1360
Dallas, TX 75202
(214) 767-4056
TDD: (214) 767-8940

REGION VII
Area Covered: Iowa, Kansas, Missouri, Nebraska
Federal Building
601 East 12th Street, Room 248
Kansas City, MO 64106
(816) 426-7277
TDD: (816) 426-7065

REGION VIII
Area Covered: Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
Rogers Federal Office Building
1961 Stout Street, Room 1185
Denver, CO 80294-3538
(303) 844-2024
TDD: (303) 844-3439

REGION IX
Area Covered: American Samoa, Arizona, California, Guam, Hawaii, Nevada
Federal Office Building
50 United Nations Plaza, Room 322
San Francisco, CA 94102
(415) 556-8586
TDD: (415) 556-8586

REGION X
Area Covered: Alaska, Idaho, Oregon, Washington
Blanchard Plaza Building
2201 Sixth Avenue
Seattle, WA 98121
(206) 615-2290
TDD: (206) 442-7486

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
FAIR HOUSING ENFORCEMENT CENTERS
Address Complaints to: Director
REGION I - NEW ENGLAND
State Offices: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Thomas P. O'Neill, Jr. Federal Building
10 Causeway Street, Room 308
Boston, MA 02222-1092
(617) 565-5304
Fax: (617) 565-7313

REGION II - NEW YORK/NEW JERSEY
State Offices: New York, New Jersey
Area Offices: Albany and Buffalo, New York
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Jacob K. Javits Federal Building
26 Federal Plaza
New York, NY 10278-0068
(212) 264-1290
Fax: (212) 264-9829

REGION III - MID-ATLANTIC
State Offices: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
Area Office: Pittsburgh, Pennsylvania
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
The Wanamaker Building
100 Penn Square East
Philadelphia, PA 19106-3390
(215) 656-0647
Fax: (215) 656-3449

REGION IV - SOUTHEAST/CARIBBEAN
State Offices: Alabama, Caribbean, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
Area Offices: Coral Gables, Jacksonville, Orlando and Tampa, Florida; Knoxville and Memphis, Tennessee
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Richard B. Russell Federal Building
75 Spring Street, SW
Atlanta, GA 30303-3388
(404) 331-5140
Fax: (404) 331-1021

REGION V - MIDWEST
State Offices: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Area Offices: Cincinnati, Cleveland and Springfield, Ohio; Flint and Grand Rapids, Michigan
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Ralph H. Metcalfe Federal Building
77 West Jackson Boulevard
Chicago, IL 60604
(312) 353-3303
Fax: (312) 886-2837

REGION VI - SOUTHWEST
State Offices: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
Area Offices: Dallas, Houston, Lubbock and San Antonio, Texas; Shreveport, Louisiana; Tulsa, Oklahoma
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
1600 Throckmorton Street
Fort Worth, TX 76113-2905
(817) 885-5521
Fax: (817) 885-6022

REGION VII - GREAT PLAINS
State Offices: Iowa, Kansas, Missouri, Nebraska
Area Office: St. Louis, Missouri
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Gateway Tower II
400 State Avenue
Kansas City, KS 66101-2406
(913) 551-6958
Fax: (913) 551-6856

REGION VIII - ROCKY MOUNTAIN
State Offices: Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Executive Tower Building
1405 Curtis Street
Denver, CO 80202-2349
(303) 672-5434
Fax: (303) 672-5026

REGION IX - PACIFIC/HAWAII
State Offices: Arizona, California, Hawaii, Nevada
Area Offices: Fresno, Los Angeles, Sacramento, San Diego, Santa Ana, California; Reno, Nevada; Tucson, Arizona
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Phillip Burton Federal Building and U.S. Courthouse
450 Golden Gate Avenue
San Francisco, CA 94102-3448
(415) 436-6568
Fax: (415) 436-6418

REGION X - NORTHWEST/ALASKA
State Offices: Alaska, Idaho, Oregon, Washington
Area Office: Spokane, Washington
Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
909 First Avenue, Suite 205
Seattle, WA 98101-2058
(206) 220-5170
Fax: (206) 220-5447

DEPARTMENT OF LABOR REGIONAL OFFICES
Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration
Address Complaints concerning Federal contractors to: Regional Director, OFCCP/ESA.
REGION I
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
11th Floor, Room E-235
JFK Federal Building
Boston, MA 02203
(617) 565-2055

REGION II
Area Covered: New Jersey, New York, Puerto Rico, Virgin Islands
201 Varick Street, Room 750
New York, NY 10014
(212) 337-2007
Fax: (212) 620-3693

REGION III
Area Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
Gateway Building
3535 Market Street, Room 15340
Philadelphia, PA 19104
(215) 596-6168
Fax: (215) 596-5037

REGION IV
Area Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
1375 Peachtree Street, NE, Room 678
Atlanta, GA 30367
(404) 347-3200
Fax: (404) 347-1684

REGION V
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Kluczynski Federal Building
320 South Dearborn Street, Room 570
Chicago, IL 60604
(312) 353-0335

REGION VI
Area Covered: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
Federal Building
525 South Griffin Street, Room 840
Dallas, TX 75202-5007
(214) 767-2804
Fax: (214) 767-2149

REGION VII
Area Covered: Iowa, Kansas, Missouri, Nebraska
Gumbel Building
801 Walnut Street, Room 200
Kansas City, MO 64106
(816) 426-5384
Fax: (816) 426-6293

REGION VIII
Area Covered: Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
Federal Office Building
1801 California Street, Room 935
Denver, CO 80202-2614
(303) 391-6082
Fax: (303) 391-6085

REGION IX
Area Covered: Arizona, California, Guam, Hawaii, Nevada
71 Stevenson Street, Room 1700
San Francisco, CA 94105
(415) 744-6640
Fax: (415) 744-6711

REGION X
Area Covered: Alaska, Idaho, Oregon, Washington
1111 Third Avenue, Room 610
Seattle, WA 98101
(206) 553-4508
Fax: (206) 553-2694

Address complaints concerning family and medical leave to: Regional Administrator, Wage and Hour Division/ESA.

BOSTON REGION

Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

PO Box 8668
One Bowdoin Square, 8th Floor
Boston, MA 02114
(617) 424-4925
Fax: (617) 424-4936

NEW YORK REGION

Area Covered: New Jersey, New York, Puerto Rico, Virgin Islands

201 Varick Street, Room 750
New York, NY 10014
(212) 337-2000
Fax: (212) 620-6957

PHILADELPHIA REGION

Area Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia

Gateway Building
3535 Market Street, Room 15230
Philadelphia, PA 19104
(215) 596-1193
Fax: (215) 596-1479

ATLANTA REGION

Area Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee

1375 Peachtree Street, NW, Room 662
Atlanta, GA 30367
(404) 347-4801
Fax: (404) 347-0183

CHICAGO REGION
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
230 Dearborn Street, Room 540-A
Chicago, IL 60604-1591
(312) 353-4998
Fax: (312) 353-2539

DALLAS REGION
Area Covered: Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
Federal Building
525 South Griffin Street, Room 800
Dallas, TX 75202-5007
(214) 767-6895, Ext. 242
Fax: (714) 767-2730

KANSAS CITY REGION
Area Covered: Iowa, Kansas, Missouri, Nebraska
City Square Building
1100 Main Street, Suite 700
Kansas City, MO 64105-2112
(816) 426-5386, Ext. 225
Fax: (816) 426-3482

SAN FRANCISCO REGION
Area Covered: Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Washington
1111 Third Avenue, Suite 755
Seattle, WA 98101-3212
(206) 553-4482
Fax: (206) 553-2883

Address Complaints concerning State employment services, unemployment benefits office, and training programs to: Regional Administrator, Employment and Training Administration.

REGION I

Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

One Congress Street, 10th Floor
Boston, MA 02114-2021
(617) 565-3630
Fax: (617) 565-2229

REGION II

Area Covered: New Jersey, New York, Puerto Rico, Virgin Islands

201 Varick Street, Room 755
New York, NY 10014
(212) 337-2139
Fax: (212) 337-2144

REGION III

Area Covered: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia

Gateway Building
3535 Market Street, Room 13300
Philadelphia, PA 19104
(215) 596-6336
Fax: (215) 596-0329

REGION IV

Area Covered: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee

1371 Peachtree Street, NE, Room 400
Atlanta, GA 30367
(404) 347-4411
Fax: (404) 347-3341

REGION V
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Kluczynski Building
230 South Dearborn Street, Room 628
Chicago, IL 60604
(312) 353-0313
Fax: (312) 353-4474

REGION VI
Area Covered: Arkansas, Louisiana, New Mexico, Oklahoma, Texas
525 Griffin Street, Suite 317
Dallas, TX 75202
(214) 767-8263
Fax: (214) 767-5113

REGION VII
Area Covered: Iowa, Kansas, Missouri, Nebraska
City Center Square
1100 Main Street, Suite 1050
Kansas City, MO 64105
(816) 426-3796
Fax: (816) 426-2729

REGION VIII
Area Covered: Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
1999 Broadway, Room 1780
Denver, CO 80202
(303) 391-5740
Fax: (303) 391-5751

REGION IX
Area Covered: Arizona, California, Hawaii, Nevada
71 Stevenson Street, 8th Floor
San Francisco, CA 94105
(415) 744-6650
Fax: (415) 744-6225

REGION X
Area Covered: Alaska, Idaho, Oregon, Washington
1111 Third Avenue, Suite 900
Seattle, WA 98101-3212
(206) 553-7700
Fax: (206) 553-0098

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DISTRICT OFFICES
Address Complaints to: District Director, EEOC.
ALBUQUERQUE DISTRICT
Area Covered: New Mexico
505 Marquette Street, NW, Suite 900
Albuquerque, NM 87102
(505) 248-5201

ATLANTA DISTRICT
Area Covered: Georgia
Citizen Trust Bank Building
75 Piedmont Avenue, NE, Suite 1100
Atlanta, GA 30335
(404) 331-6408

BALTIMORE DISTRICT
Area Covered: Maryland, Virginia
10 South Howard Street, Third Floor
Baltimore, MD 21201
(410) 962-3932

BIRMINGHAM DISTRICT
Area Covered: Alabama, Mississippi
1900 Third Avenue, North, Suite 101
Birmingham, AL 35203-2397
(205) 731-1359

CHARLOTTE DISTRICT
Area Covered: North Carolina, South Carolina
5500 Central Avenue
Charlotte, NC 28212
(704) 344-6682

CHICAGO DISTRICT
Area Covered: Illinois (Northern)
500 West Madison Street, Suite 2800
Chicago, IL 60661
(312) 353-2713

CLEVELAND DISTRICT
Area Covered: Ohio
Skylight Office Tower
Tower City Center
1660 West Second Street, Suite 850
Cleveland, OH 44113-1454
(216) 522-2001

DALLAS DISTRICT
Area Covered: Oklahoma, Texas (Northern)
207 South Houston, Third Floor
Dallas, TX 75202-4726
(214) 655-3355

DENVER DISTRICT
Area Covered: Colorado
303 East 17th Avenue, Suite 510
Denver, CO 80203-9634
(303) 866-1300

DETROIT DISTRICT
Area Covered: Michigan
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 1540
Detroit, MI 48226
(313) 226-7636

HOUSTON DISTRICT
Area Covered: Texas (Central)
Mickey Leland Federal Building
1919 Smith Street, Seventh Floor
Houston, TX 77002
(713) 209-3320

INDIANAPOLIS DISTRICT
Area Covered: Indiana, Kentucky
101 West Ohio Street, Suite 1900
Indianapolis, IN 46204
(317) 226-7212

LOS ANGELES DISTRICT
Area Covered: California (Southern), Nevada
Roybal Federal Building
255 East Temple, Fourth Floor
Los Angeles, CA 90012
(213) 226-7212

MEMPHIS DISTRICT
Area Covered: Arkansas, Tennessee
1407 Union Avenue, Suite 621
Memphis, TN 38104
(901) 722-2617

MIAMI DISTRICT
Area Covered: Florida, Panama Canal Zone
One Biscayne Tower
Two South Biscayne Boulevard, Suite 2700
Miami, FL 33131
(305) 536-4491

MILWAUKEE DISTRICT
Area Covered: Iowa, Minnesota, Wisconsin
Henry S. Reuss Federal Plaza
310 West Wisconsin Avenue, Suite 800
Milwaukee, WI 53203
(414) 297-1111

NEW ORLEANS DISTRICT
Area Covered: Louisiana
U.S. Postal Service Building
701 Loyola Avenue, Room 600
New Orleans, LA 70113
(504) 589-2329

NEW YORK DISTRICT
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, New York, Puerto Rico, Rhode Island, Vermont, Virgin Islands
Seven World Trade Center, 18th Floor
New York, NY 10048-1102
(212) 748-8500

PHILADELPHIA DISTRICT
Area Covered: Delaware, New Jersey, Pennsylvania, West Virginia
21 South 5th Street, Fourth Floor
Philadelphia, PA 19106
(215) 451-5800

PHOENIX DISTRICT
Area Covered: Arizona, Utah
3300 North Central Avenue, Suite 300
Phoenix, AZ 85012
(602) 640-5000

ST. LOUIS DISTRICT
Area Covered: Kansas, Missouri, Illinois (Alexander, Bond, Calhoun, Clinton, Greene, Jackson, Jersey, Macoupin, Madison, Monroe, Perry, Pulaski, Randolph, St. Clair, Unica, Washington Counties)
1222 Spruce, Suite 800
St. Louis, MO 63103
(314) 539-7800

SAN ANTONIO DISTRICT
Area Covered: Texas (Southern)
5410 Fredericksburg Road, Suite 200
San Antonio, TX 78229
(210) 229-4810

SAN FRANCISCO DISTRICT
Area Covered: American Samoa, California (Northern), Commonwealth of the Northern Mariana Islands, Guam, Hawaii, Wake Island
901 Market Street, Suite 500
San Francisco, CA 94103
(415) 356-5100

SEATTLE DISTRICT
Area Covered: Alaska, Idaho, Oregon, Washington
Federal Building
909 First Avenue, Suite 400
Seattle, WA 98104-1061
(206) 220-6883

WASHINGTON (DC) DISTRICT
Area Covered: District of Columbia, Virginia (Northern)
1400 L Street, NW, Suite 200
Washington, DC 20005
(202) 275-7377

FEDERAL DEPOSIT INSURANCE CORPORATION REGIONAL OFFICES
Address Complaints to: Regional Director
ATLANTA REGION
Area Covered: Alabama, Florida, Georgia, North Carolina, South Carolina, Virginia, West Virginia
One Atlantic Center
1201 Peachtree Street, NE, Suite 1600
Atlanta, GA 30309-3449
(404) 817-1300

BOSTON REGION
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Westwood Executive Center
200 Lowder Brook Drive
Westwood, MA 02090
(617) 320-1600

CHICAGO REGION
Area Covered: Illinois, Indiana, Michigan, Ohio, Wisconsin
500 West Monroe Street, Room 3600
Chicago, IL 60661
(312) 382-7500

DALLAS REGION
Area Covered: Colorado, New Mexico, Oklahoma, Texas
1910 Pacific Avenue, Suite 1900
Dallas, TX 75201
(214) 220-3342

KANSAS CITY REGION
Area Covered: Iowa, Kansas, Missouri, Nebraska
2345 Grand Avenue, Suite 1500
Kansas City, MO 64108
(816) 234-8000

MEMPHIS REGION
Area Covered: Arkansas, Kentucky, Louisiana, Mississippi, Tennessee
5100 Poplar Avenue, Suite 1900
Memphis, TN 38137
(901) 685-1603

NEW YORK REGION
Area Covered: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania, Puerto Rico, Virgin Islands
452 Fifth Avenue, 19th Floor
New York, NY 10018
(212) 704-1200

SAN FRANCISCO REGION
Area Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
25 Ecker Street, Suite 2300
San Francisco, CA 94105
(415) 546-0160

FEDERAL RESERVE BANKS BY DISTRICT
Address Complaints to: Vice President for Community Affairs
FIRST DISTRICT - BOSTON
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Federal Reserve Bank of Boston
600 Atlantic Avenue
PO Box 2076
Boston, MA 02106-2076
(617) 973-3000

SECOND DISTRICT - NEW YORK
Area Covered: Connecticut (Fairfield County), New Jersey (Northern), New York
Federal Reserve Bank of New York
33 Liberty Street
New York, NY 10045
(212) 720-5000

THIRD DISTRICT - PHILADELPHIA
Area Covered: Delaware, New Jersey (Southern), Pennsylvania (Eastern)
Federal Reserve Bank of Philadelphia
10 Independence Mall
Philadelphia, PA 19106
(215) 574-6000

FOURTH DISTRICT - CLEVELAND
Area Covered: Kentucky (Eastern), Ohio, Pennsylvania (Western), West Virginia (Northern Panhandle)
Federal Reserve Bank of Cleveland
1455 East Sixth Street
Cleveland, OH 44114
(216) 579-2000

FIFTH DISTRICT - RICHMOND
Area Covered: District of Columbia, Maryland, North Carolina, South Carolina, Virginia, West Virginia (except Northern Panhandle)
Federal Reserve Bank of Richmond
701 East Byrd Street
Richmond, VA 23219
(804) 697-8000

SIXTH DISTRICT - ATLANTA
Area Covered: Alabama, Florida, Georgia, Louisiana (Southern), Mississippi (Southern), Tennessee (Eastern Two-Thirds)
Federal Reserve Bank of Atlanta
104 Marietta Street NW
Atlanta, GA 30303
(404) 521-8500

SEVENTH DISTRICT - CHICAGO
Area Covered: Illinois (Northern) Indiana (Northern), Iowa, Michigan, Wisconsin (Southern)
Federal Reserve Bank of Chicago
230 South LaSalle Street
Chicago, IL 60604
(312) 322-5322

EIGHTH DISTRICT - ST. LOUIS
Area Covered: Arkansas, Illinois (Southern), Indiana (Southern), Kentucky (Western), Mississippi (Northern), Missouri (Eastern), Tennessee (Western One-Third)
Federal Reserve Bank of St. Louis
411 Locust Street
St. Louis, MO 63102
(314) 444-8444

NINTH DISTRICT - MINNEAPOLIS
Area Covered: Michigan (Upper Peninsula), Minnesota, Montana, North Dakota, South Dakota, Wisconsin (Northern)
Federal Reserve Bank of Minneapolis
250 Marquette Avenue
Minneapolis, MN 55401-21171
(612) 340-2345

TENTH DISTRICT - KANSAS CITY
Area Covered: Colorado, Kansas, Missouri (Western), Nebraska, New Mexico (Northern), Oklahoma, Wyoming
Federal Reserve Bank of Kansas City
925 Grand Boulevard
Kansas City, MO 64198
(816) 881-2000

ELEVENTH DISTRICT - DALLAS
Area Covered: Louisiana (Northern), New Mexico (Southern), Texas
Federal Reserve Bank of Dallas
2200 North Pearl Street
Dallas, TX 75201
(214) 922-6000

TWELFTH DISTRICT - SAN FRANCISCO
Area Covered: Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah, Washington
Federal Reserve Bank of San Francisco
101 Market Street
PO Box 7702
San Francisco, CA 94120
(415) 974-2000

INTERNAL REVENUE SERVICE DISTRICT OFFICES
Address Complaints to: Chief, Exempt Organizations Division
Internal Revenue Service
1100 Commerce Street, MC 4900 DAL
Dallas, TX 75242
(214) 767-1191

Internal Revenue Service
GPO Box 029162
625 Fulton Street
Brooklyn, NY 11201
(718) 488-2000

Internal Revenue Service
PO Box 2508
Cincinnati, OH 45201
(513) 684-2544

Internal Revenue Service
Room 641
PO Box 13163
Baltimore, MD 21203
(410) 962-2590

Internal Revenue Service
PO Box 2350
Los Angeles, CA 90053-2350
(213) 894-4120

MERIT SYSTEMS PROTECTION BOARD REGIONAL AND FIELD OFFICES
Address Complaints to: Chief Administrative Judge
ATLANTA REGIONAL OFFICE
Area Covered: Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee
Peachtree Summit Federal Building
401 West Peachtree Street, NW, 10th Floor
Atlanta, GA 30308-3519
(404) 730-2751

CHICAGO REGIONAL OFFICE
Area Covered: Illinois (all locations north of Springfield), Indiana, Michigan, Minnesota, Ohio, Wisconsin
Kluczynski Federal Building
230 South Dearborn Street, 31st Floor
Chicago, IL 60604-1669
(312) 353-2923

ST. LOUIS FIELD OFFICE
Area Covered: Illinois (Springfield and all locations south of Springfield), Iowa, Kansas City (KS), Kentucky, Missouri
911 Washington Avenue, Suite 410
St. Louis, MO 63101-1203
(314) 425-4295

DALLAS REGIONAL OFFICE
Area Covered: Arkansas, Louisiana, Oklahoma, Texas
Earl Cabell Federal Building
1100 Commerce Street, Room 6F20
Dallas, TX 75242-9979
(214) 767-0555

DENVER FIELD OFFICE
Area Covered: Arizona, Colorado, Kansas (except Kansas City, KS), Montana, Nebraska, New Mexico, North Dakota, South Dakota, Utah, Wyoming
12567 West Cedar Drive, Suite 100
Lakewood, CO 80228
(303) 969-5101

PHILADELPHIA REGIONAL OFFICE
Area Covered: Delaware, Maryland (Baltimore City and Alleghany, Anne Arundel, Baltimore, Calvert, Caroline, Carroll, Cecil, Charles, Dorchester, Frederick, Garrett, Harford, Kent, Queen Annes, Somerset, St. Marys, Talbot, Washington, Wicomico and Worcester Counties), New Jersey (Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hunterdon, Mercer, Middlesex, Monmounth, Morris, Ocean, Passaic, Salem, Somerset, Sussex and Warren Counties), Pennsylvania, West Virginia
U.S. Customs House
200 Chestnut Street, Room 501
Philadelphia, PA 19106-2987
(215) 597-9960

BOSTON FIELD OFFICE
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
99 Summer Street, Suite 1810
Boston, MA 02110-1200
(617) 424-5700

NEW YORK FIELD OFFICE
Area Covered: New Jersey (Bergen, Essex, Hudson, and Union Counties), New York, Puerto Rico, Virgin Islands
Jacob K. Javits Federal Building
26 Federal Plaza, Room 3137A
New York, NY 10278-0022
(212) 264-9372

SAN FRANCISCO REGIONAL OFFICE
Area Covered: California, Nevada
250 Montgomery Street, Suite 400
San Francisco, CA 94104-3401
(415) 705-2935

SEATTLE FIELD OFFICE
Area Covered: Alaska, Hawaii, Idaho, Oregon, Pacific overseas areas, Washington
Jackson Federal Building
915 Second Avenue, Room 1840
Seattle, WA 98174-1056
(206) 220-7975

WASHINGTON REGIONAL OFFICE
Area Covered: District of Columbia, Maryland (Montgomery and Prince Georges Counties), North Carolina, Virginia
5203 Leesburg Pike, Suite 1109
Falls Church, VA 22041-3473
(703) 756-6250

NATIONAL CREDIT UNION ADMINISTRATION REGIONAL OFFICES
Address Complaints to: Regional Director
REGION I - ALBANY
Area Covered: Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Vermont
9 Washington Square
Washington Avenue Extension
Albany, NY 12205
(518) 464-4180

REGION II - CAPITAL
Area Covered: Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania, Virginia, West Virginia
1775 Duke Street, Suite 4206
Alexandria, VA 22314-3437
(703) 838-0401

REGION III - ATLANTA
Area Covered: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virgin Islands
7000 Central Parkway, Suite 1600
Atlanta, GA 30328
(404) 396-4042

REGION IV - CHICAGO
Area Covered: Illinois, Indiana, Michigan, Missouri, Ohio, Wisconsin
4225 Naperville Road, Suite 125
Lisle, IL 60532
(708) 245-1000

REGION V - AUSTIN
Area Covered: Arizona, Colorado, Iowa, Kansas, Minnesota, Nebraska, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
4807 Spicewood Springs Road, Suite 5200
Austin, TX 78759
(512) 482-4500

REGION VI - PACIFIC
Area Covered: Alaska, American Samoa, California, Guam, Hawaii, Idaho, Montana, Nevada, Oregon, Washington
2300 Clayton Road, Suite 1350
Concord, CA 94520
(510) 825-6125

OFFICE OF THRIFT SUPERVISION REGIONAL OFFICES
Address Complaints to: Consumer Affairs
CENTRAL REGION
Area Covered: Illinois, Indiana, Kentucky, Michigan, Ohio, Tennessee, Wisconsin
200 West Madison Street, Suite 1300
Chicago, IL 60606
(312) 917-5000

MIDWEST REGION
Area Covered: Arkansas, Colorado, Iowa, Kansas, Louisiana, Minnesota, Mississippi, Missouri, Nebraska, North Dakota, New Mexico, Oklahoma, South Dakota, Texas
PO Box 619027
Dallas/Fort Worth, TX 75261-9027
(214) 281-2000

NORTHEAST REGION
Area Covered: Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, West Virginia
10 Exchange Place Center, 18th Floor
Jersey City, NJ 07302
(201) 413-1000

SOUTHEAST REGION
Area Covered: Alabama, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, Virgin Islands
PO Box 105217
Atlanta, GA 30348-5217
(404) 888-0771

WEST REGION
Area Covered: Alaska, Arizona, California, Guam, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
PO Box 7165
San Francisco, CA 94120
(415) 616-1500

UNITED STATES ATTORNEYS' OFFICES
Address Complaints to: United States Attorney
ALABAMA - MIDDLE DISTRICT
One Court Square, Suite 201
Montgomery, AL 36104
Mail Address: PO Box 197
Montgomery, AL 36101
(334) 223-7280

ALABAMA - NORTHERN DISTRICT
Vance Federal Building
1800 Fifth Avenue North, Room 200
Birmingham, AL 35203
(205) 731-1785

ALABAMA - SOUTHERN DISTRICT
169 Dauphin Street, Suite 200
Mobile, AL 36602
(334) 441-5845

ALASKA
Federal Building and U.S. Courthouse
Room 253
222 West Seventh Avenue, #9
Anchorage, AK 99513-7567
(907) 271-5071

ARIZONA
U.S. Courthouse and Federal Building
230 North First Avenue, Room 4000
Phoenix, AZ 85025-0085
(602) 514-7500

ARKANSAS - EASTERN DISTRICT
TCBY Tower Building
425 West Capitol Avenue, Suite 500
Little Rock, AR 72201
Mail Address: PO Box 1229
Little Rock, AR 72203
(501) 324-5342

ARKANSAS - WESTERN DISTRICT
U.S. Post Office and Courthouse Building
Sixth Street and Rogers Avenue, Room 216
Fort Smith, AR 72901
Mail Address: PO Box 1524
Fort Smith, AR 72902
(501) 783-5125

CALIFORNIA - CENTRAL DISTRICT
U.S. Courthouse
312 North Spring Street
Los Angeles, CA 90012
(213) 894-2401

CALIFORNIA - EASTERN DISTRICT
555 Capitol Mall
Sacramento, CA 95814
(916) 554-2700

CALIFORNIA - NORTHERN DISTRICT
U.S. Courthouse
450 Golden Gate Avenue
Box 36055
San Francisco, CA 94102
(415) 556-1126

CALIFORNIA - SOUTHERN DISTRICT
Federal Office Building
880 Front Street
San Diego, CA 92101-8893
(619) 557-5690

COLORADO
Rogers Federal Office Building
1961 Stout Street
Denver, CO 80294
Mail Address: PO Box 3615
Denver, CO 80294
(303) 844-2081

CONNECTICUT
Connecticut Financial Center
157 Church Street, 23rd Floor
New Haven, CT 06510
Mail Address: PO Box 1824
New Haven, CT 06508
(203) 773-2108

DELAWARE
1201 Market Street, Suite 1100
Wilmington, DE 19899
Mail Address: PO Box 2046
Wilmington, Delaware 19899-2046
(302) 573-6277

DISTRICT OF COLUMBIA
Judiciary Center Building
555 Fourth Street, NW
Washington, DC 20001
(202) 514-6600

FLORIDA - MIDDLE DISTRICT
Robert Timberlake Federal Building
500 Zack Street, Room 410
Tampa, FL 33602

FLORIDA - NORTHERN DISTRICT
315 South Calhoun Street, Suite 510
Tallahassee, FL 32301
(904) 942-8430

FLORIDA - SOUTHERN DISTRICT
99 NE Fourth Street
Miami, FL 33132
(305) 536-4471

GEORGIA - MIDDLE DISTRICT
433 Cherry Street, Fourth Floor
Macon, GA 31201
Mail Address: PO Box U
Macon, GA 31202
(912) 752-3511

GEORGIA - NORTHERN DISTRICT
Richard B. Russell Federal Building
75 Spring Street, SW, Suite 1800
Atlanta, GA 30335
(404) 331-6954

GEORGIA - SOUTHERN DISTRICT
100 Bull Street
Savannah, GA 31401
Mail Address: PO Box 8999
Savannah, GA 31412
(912) 652-4422

GUAM
Pacific New Building
238 Archbishop Flores Street, Room 502-A
Agana, Guam 96910
(671) 472-7332

HAWAII
Prince Jonah Kuhio Kalanianaole Federal Building
300 Ala Moana Boulevard, Room 6100
Honolulu, HI 96813
Mail Address: PO Box 50183
Honolulu, HI 96850
(808) 541-2850

IDAHO
First Interstate Center
977 West Main Street, Suite 201
Boise, ID 83702
Mail Address: PO Box 32
Boise, ID 83707
(208) 334-1211

ILLINOIS - CENTRAL DISTRICT
Paul Finley Building and U.S. Courthouse
600 E. Monroe Street, Room 312
Springfield, IL 62701
Mail Address: PO Box 375
Springfield, IL 62705
(217) 492-4450

ILLINOIS - NORTHERN DISTRICT
Dirksen Federal Building
219 South Dearborn Street, Fifth Floor
Chicago, IL 60604
(312) 353-5300

ILLINOIS - SOUTHERN DISTRICT
Nine Executive Drive, Suite 300
Fairview Heights, IL 62208
(618) 628-3700

INDIANA - NORTHERN DISTRICT
1001 Main Street, Suite A
Dyer, IN 46311
(219) 322-8576

INDIANA - SOUTHERN DISTRICT
Federal Building/Courthouse
46 East Ohio Street, Fifth Floor
Indianapolis, IN 46204
(317) 226-6333

IOWA - NORTHERN DISTRICT
The Center
425 Second Street, SE, Suite 950
Cedar Rapids, IA 52401
Mail Address: PO Box 74950
Cedar Rapids, IA 52407-4950
(319) 363-6333

IOWA - SOUTHERN DISTRICT
U.S. Courthouse Annex
110 East Court Avenue, Suite 286
Des Moines, IA 50309-2053
(515) 284-6257

KANSAS
Epic Center
301 North Main, Suite 1200
Wichita, KS 67202-4812
(316) 269-6481

KENTUCKY - EASTERN DISTRICT
110 West Vine Street, Room 400
Lexington, KY 40507
Mail Address: PO Box 3077
Lexington, KY 40596-3077
(606) 233-2661

KENTUCKY - WESTERN DISTRICT
Bank of Louisville Building
510 West Broadway, Tenth Floor
Louisville, KY 40202
(502) 582-5911

LOUISIANA - EASTERN DISTRICT
Hale Boggs Federal Building
501 Magazine Street, Second Floor
New Orleans, LA 70130
(504) 589-2921

LOUISIANA - MIDDLE DISTRICT
Russell B. Long Federal Building and Courthouse
777 Florida Street, Room 208
Baton Rouge, LA 70801
(504) 389-0443

LOUISIANA - WESTERN DISTRICT
300 Fannin Street, Suite 3201
Shreveport, LA 71101-3068
(318) 676-3600

MAINE
100 Middle Street
East Tower, Sixth Floor
Portland, ME 04101
(207) 780-3257

MARYLAND
Garmatz Federal Courthouse Building
101 West Lombard Street, Room 604
Baltimore, MD 21201
(410) 962-4822

MASSACHUSETTS
McCormack Post Office and U.S. Courthouse, Room 1003
Boston, MA 02109
(617) 223-9400

MICHIGAN - EASTERN DISTRICT
Federal Building
211 West Fort Street, Suite 2300
Detroit, MI 48226
(313) 226-9501

MICHIGAN - WESTERN DISTRICT
330 Ionia, Suite 501
Grand Rapids, MI 49503
(616) 456-2404

MINNESOTA
U.S. Courthouse
110 South Fourth Street, Room 234
Minneapolis, MN 55401
(612) 348-1500

MISSISSIPPI - NORTHERN DISTRICT
Mail Address: PO Drawer 886
Oxford, MS 38655
(601) 234-3351

MISSISSIPPI - SOUTHERN DISTRICT
One Jackson Place
188 East Capitol Street, Suite 500
Jackson, MS 39201
(601) 965-4480

MISSOURI - EASTERN DISTRICT
U.S. Court and Custom House
1114 Market Street, Room 401
St. Louis, MO 63101
(314) 539-2200

MISSOURI - WESTERN DISTRICT
1201 Walnut Street, Suite 2300
Kansas City, MO 64106-2149
(816) 426-3122

MONTANA
Western Federal Savings Bank
2929 Third Avenue North, Suite 400
Billings, MT 59101
Mail Address: PO Box 1478
Billings, MT 59103
(406) 657-6101

NEBRASKA
Edward Zorinsky Federal Building
215 North 17th Street, Room 7401
Omaha, NE 68101
Mail Address: PO Box 1228, DTS
Omaha, NE 68101
(402) 221-4774

NEVADA
701 East Bridger Avenue, Suite 800
Las Vegas, Nevada 89101
Mail Address: PO Box 16030
Las Vegas, NV 89101
(702) 388-6336

NEW HAMPSHIRE
55 Pleasant Street, Room 312
Concord, NH 03301-3904
(603) 225-1552

NEW JERSEY
Peter Rodino Federal Building
970 Broad Street, Room 502
Newark, NJ 07102
(201) 645-2700

NEW MEXICO
625 Silver Street, SW, Fourth Floor
Albuquerque, NM 87102
(505) 766-3341

NEW YORK - EASTERN DISTRICT
U.S. Courthouse
225 Cadman Plaza East
Brooklyn, NY 11201
(718) 254-7000

NEW YORK - NORTHERN DISTRICT
James M. Hanley Federal Building
100 South Clinton Street, Room 900
Syracuse, NY 13261
Mail Address: PO Box 7198
Syracuse, NY 13261-7198
(315) 448-0672

NEW YORK - SOUTHERN DISTRICT
One St. Andrews Plaza
New York, NY 10007
(212) 791-0008

NEW YORK - WESTERN DISTRICT
138 Delaware Avenue
Buffalo, NY 14202
(716) 551-4811

NORTH CAROLINA - EASTERN DISTRICT
Federal Building
310 New Bern Avenue, Suite 800
Raleigh, NC 27601-1461
(919) 856-4530

NORTH CAROLINA - MIDDLE DISTRICT
324 West Market Street
Greensboro, NC 27402
Mail Address: PO Box 1858
Greensboro, NC 27402
(910) 333-5351

NORTH CAROLINA - WESTERN DISTRICT
U.S. Courthouse
227 West Trade Street, Suite 1700
Charlotte, NC 28202
(704) 344-6222

NORTH DAKOTA
655 First Avenue, North
Fargo, ND 58102
Mail Address: PO Box 2505
Fargo, ND 58108
(701) 239-5671

OHIO - NORTHERN DISTRICT
Bank One Center
600 Superior Avenue, East, Suite 1800
Cleveland, OH 44114-2600
(216) 622-3600

OHIO - SOUTHERN DISTRICT
Two Nationwide Plaza
280 North High Street, Fourth Floor
Columbus, OH 43215
(614) 469-5715

OKLAHOMA - EASTERN DISTRICT
101 North Fifth Street, Room 333
Muskogee, OK 74401
(918) 687-2543

OKLAHOMA - NORTHERN DISTRICT
Page Belcher Federal Building and U.S. Courthouse
333 West Fourth Street, Room 3460
Tulsa, OK 74103
(918) 581-7463

OKLAHOMA - WESTERN DISTRICT
First Oklahoma Tower
210 Park Avenue, Suite 400
Oklahoma City, OK 73102
(405) 231-5281

OREGON
888 Southwest Fifth Avenue, Suite 1000
Portland, OR 97204-2024
(503) 727-1000

PENNSYLVANIA - EASTERN DISTRICT
Philadelphia Life Building
615 Chestnut Street, Suite 1250
Philadelphia, PA 19106-4476
(215) 451-5200

PENNSYLVANIA - MIDDLE DISTRICT
Federal Building, Suite 309
Washington Avenue and Linden Street
Scranton, PA 18501
Mail Address: Federal Building
228 Walnut Street, Room 1162
Harrisburg, PA 17108
(717) 348-2800

PENNSYLVANIA - WESTERN DISTRICT
U.S. Post Office and Courthouse Building
700 Grant Street, Room 633
Pittsburgh, PA 15219
(412) 644-3500

PUERTO RICO
Federal Office Building
Carlos E. Chardon Avenue, Room 452
Hato Rey, PR 00918
(809) 766-5656

RHODE ISLAND
Westminster Square Building
10 Dorrance Street, Tenth Floor
Providence, RI 02903
(401) 528-5477

SOUTH CAROLINA
First Union Building
1441 Main Street, Suite 500
Columbia, SC 29201
(803) 929-3000

SOUTH DAKOTA
230 South Phillips Street, Suite 600
Sioux Falls, SD 57102
Mail Address: PO Box 5073
Sioux Falls, SD 57117-5073
(605) 330-4400

TENNESSEE - EASTERN DISTRICT
Plaza Tower
800 South Gay Street, Suite 700
Knoxville, TN 37901
Mail Address: PO Box 872
Knoxville, TN 37901
(423) 545-4167

TENNESSEE - MIDDLE DISTRICT
110 Ninth Avenue South, Suite A-961
Nashville TN 37203-3870
(615) 736-5151

TENNESSEE - WESTERN DISTRICT
Davis Federal Building
167 North Main Street, Room 1026
Memphis, TN 38103
(901) 544-4231

TEXAS - EASTERN DISTRICT
350 Magnolia Avenue, Suite 150
Beaumont, TX 77701-2237
(409) 839-2538

TEXAS - NORTHERN DISTRICT
Earl Cabell Federal Building
1100 Commerce Street, Third Floor
Dallas, TX 75242
(214) 767-0951

TEXAS - SOUTHERN DISTRICT
910 Travis Street, Suite 1500
Houston, TX 77002
Mail Address: PO Box 61129
910 Travis Street, #1500
Houston, TX 77208

TEXAS - WESTERN DISTRICT
601 Northwest Loop 410, Suite 600
San Antonio, TX 78216
(210) 308-3500

UTAH
Frank E. Moss U.S. Courthouse
350 South Main Street, Room 478
Salt Lake City, UT 84101
(801) 524-5682

VERMONT
Federal Building
11 Elmwood Avenue, Third Floor
Burlington, VT 05401
Mail Address: PO Box 570
Burlington, VT 05402
(802) 951-6725

VIRGIN ISLANDS
Federal Building and U.S. Courthouse
5500 Veteran's Drive, Room 260
St. Thomas, VI 00802-6424
(809) 774-5757

VIRGINIA - EASTERN DISTRICT
1101 King Street, Suite 502
Alexandria, VA 22314
(703) 706-3700

VIRGINIA - WESTERN DISTRICT
Thomas B. Mason Building
105 Franklin Road, Southwest, Suite 1
Roanoke, VA 24011
Mail Address: PO Box 1709
Roanoke, VA 24008-1709
(703) 857-2250

WASHINGTON - EASTERN DISTRICT
Federal Courthouse
920 West Riverside Avenue, Room 300
Spokane, WA 99201
Mail Address: PO Box 1494
Spokane, WA 99210-1494
(509) 353-2767

WASHINGTON - WESTERN DISTRICT
Seafirst Fifth Avenue Plaza
800 Fifth Avenue, Room 3600
Seattle, WA 98104
(206) 553-7970

WEST VIRGINIA - NORTHERN DISTRICT
Horne Building
1100 Main Street, Suite 200
Wheeling, WV 26003
Mail Address: PO Box 591
Wheeling, WV 26003
(304) 234-0100

WEST VIRGINIA - SOUTHERN DISTRICT
Mail Address: PO Box 3234
Charleston, WV 25332
(304) 345-2200

WISCONSIN - EASTERN DISTRICT
Henry S. Reuss Federal Building
517 East Wisconsin Avenue, Room 530
Milwaukee, WI 53202
(414) 297-1700

WISCONSIN - WESTERN DISTRICT
660 West Washington Avenue, Suite 200
Madison, WI 53703
(608) 264-5158

WYOMING
J.C. O'Mahoney Federal Building
2120 Capitol Avenue, Room 4002
Cheyenne, WY 82001
Mail Address: PO Box 668
Cheyenne, WY 82003-0668
(307) 772-2124

UNITED STATES COMMISSION ON CIVIL RIGHTS REGIONAL OFFICES
Address Complaints to: Regional Director
EASTERN REGIONAL OFFICE
Area Covered: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia
624 Ninth Street, NW, Suite 500
Washington, DC 20425
(202) 376-7533
TDD/TTY (202) 730-2481

SOUTHERN REGIONAL OFFICE
Area Covered: Florida, Georgia, Kentucky, North Carolina, South Carolina, Tennessee
100 Alabama Street, SW, Suite 1840T
Atlanta, GA 30303
(404) 562-7000
TDD/TTY (404) 562-7004

MIDWESTERN REGIONAL OFFICE
Area Covered: Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
55 West Monroe Street, Suite 410
Chicago, IL 60603
(312) 353-8311
TDD/TTY (312) 353-8362

CENTRAL REGIONAL OFFICE
Area Covered: Alabama, Arkansas, Iowa, Kansas, Louisiana, Mississippi, Missouri, Nebraska, Oklahoma
400 State Avenue, Suite 908
Kansas City, KS 66101
(913) 551-1400
TDD/TTY (913) 551-1414

ROCKY MOUNTAIN REGIONAL OFFICE
Area Covered: Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
1700 Broadway, Suite 710
Denver, CO 80290
(303) 866-1040
TDD/TTY: (303) 866-1049

WESTERN REGIONAL OFFICE
Area Covered: Alaska, Arizona, California, Hawaii, Idaho, Nevada, New Mexico, Oregon, Texas, Washington
3660 Wilshire Boulevard, Suite 810
Los Angeles, CA 90010
(213) 894-3437
TDD/TTY: (213) 894-3435

7. State Bar Associations

ALABAMA STATE BAR
415 Dexter Street
PO Box 671
Montgomery, AL 36101
(205) 269-1515

ALASKA BAR ASSOCIATION
510 L Street, #602
PO Box 100279
Anchorage, AK 99510
(907) 272-7469

STATE BAR OF ARIZONA
111 West Monroe Street
Phoenix, AZ 85003-1742
(602) 252-4804

ARKANSAS BAR ASSOCIATION
400 West Markham
Little Rock, AR 72201
(501) 376-4805

STATE BAR OF CALIFORNIA
555 Franklin Street
San Francisco, CA 94102
(415) 561-8200

COLORADO BAR ASSOCIATION
1900 Grant Street, #950
Denver, CO 80203
(303) 860-1115

CONNECTICUT BAR ASSOCIATION
101 Corporate Place
Rocky Hill, CT 06067
(203) 721-0025

DELAWARE STATE BAR ASSOCIATION
1225 King Street
PO Box 1709
Wilmington, DE 19899
(302) 658-5278

BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA
1819 H Street, NW, 12th Floor
Washington, DC 20006-3690
(202) 223-6600

THE DISTRICT OF COLUMBIA BAR
1250 H Street, NW, Sixth Floor
Washington, DC 20005-3908
(202) 737-4700

THE FLORIDA BAR
The Florida Bar Center
650 Apalachee Parkway
Tallahassee, FL 32399-2300
(904) 561-5600

STATE BAR OF GEORGIA
800 The Hurt Building
50 Hurt Plaza
Atlanta, GA 30303
(404) 527-8717

HAWAII STATE BAR ASSOCIATION
Penthouse One, 19th Floor
Honolulu, HI 96813
(808) 537-1868

IDAHO STATE BAR
P.O. Box 895
Boise, ID 83701
(206) 334-4500

ILLINOIS STATE BAR ASSOCIATION
424 South Second Street
Springfield, IL 62701
(217) 525-1760

INDIANA STATE BAR ASSOCIATION
230 East Ohio, Fourth Floor
Indianapolis, IN 46204
(317) 639-5485

IOWA STATE BAR ASSOCIATION
521 East Locust
Des Moines, IA 50309
(515) 243-3179

KANSAS BAR ASSOCIATION
1200 Harrison Street
PO Box 1037
Topeka, KS 66601
(913) 234-5696

KENTUCKY BAR ASSOCIATION
514 West Main Street
Frankfort, KY 40601-1883
(502) 564-3795

LOUISIANA STATE BAR ASSOCIATION
601 St. Charles Avenue
New Orleans, LA 70130
(504) 566-1600

MAINE STATE BAR ASSOCIATION
124 State Street
PO Box 788
Augusta, ME 04330
(207) 622-7523

MARYLAND STATE BAR ASSOCIATION
620 West Fayette Street
Baltimore, MD 21201
(410) 685-7878

MASSACHUSETTS BAR ASSOCIATION
20 West Street
Boston, MA 02111-1218
(617) 542-3602

STATE BAR OF MICHIGAN
306 Townsend Street
Lansing, MI 48933-2083
(517) 372-9030

MINNESOTA STATE BAR ASSOCIATION
514 Nicollet Mall, Suite 300
Minneapolis, MN 65401
(612) 333-1183

THE MISSISSIPPI BAR
643 North State Street
PO Box 2168
Jackson, MS 39225-2168
(602) 948-4471

THE MISSOURI BAR
326 Monroe Street
Jefferson City, MO 65102
(314) 635-4128

STATE BAR OF MONTANA
PO Box 577
Helena, MT 59624
(406) 442-7660

NEBRASKA STATE BAR ASSOCIATION
635 South Fourteenth Street, Second Floor
PO Box 81609
Lincoln, NE 68501
(402) 475-7091

STATE BAR OF NEVADA
201 Las Vegas Boulevard, Suite 200
Las Vegas, NV 89101
(702) 382-2200

NEW HAMPSHIRE BAR ASSOCIATION
112 Pleasant Street
Concord, NH 03301
(603) 224-8942

NEW JERSEY STATE BAR ASSOCIATION
One Constitution Square
New Brunswick, NJ 09801-1500
(908) 249-5000

STATE BAR OF NEW MEXICO
P.O. Box 25883
Albuquerque, NM 87125
(505) 842-6132

NEW YORK STATE BAR ASSOCIATION
One Elk Street
Albany, NY 12207
(516) 483-3200

NORTH CAROLINA STATE BAR
208 Fayetteville Street Mall
PO Box 26908
Raleigh, NC 27611
(919) 828-4820

NORTH CAROLINA BAR ASSOCIATION
PO Box 3688
Cary, NC 27519-3688
(919) 677-0561

STATE BAR ASSOCIATION OF NORTH DAKOTA
PO Box 2136
Bismarck, ND 58602-2136
(701) 265-1404

OHIO STATE BAR ASSOCIATION
1700 Lake Shore Drive
Columbus, OH 43216-0562
(614) 487-2050

OKLAHOMA BAR ASSOCIATION
1901 North Lincoln
PO Box 53036
Oklahoma City, OK 73105
(405) 524-2366

OREGON STATE BAR
5200 Southwest Meadows Road
PO Box 1689
Lake Oswego, OR 97035-0889
(503) 620-0222

PENNSYLVANIA BAR ASSOCIATION
100 South Street
Harrisburg, PA 17108
(717) 238-6715

PUERTO RICO BAR ASSOCIATION
PO Box 1900
San Juan, PR 00903
(809) 721-3358

RHODE ISLAND BAR ASSOCIATION
115 Cedar Street
Providence, RI 02903
(401) 421-5740

SOUTH CAROLINA BAR
950 Taylor Street
PO Box 608
Columbia, SC 29202-0608
(803) 799-6853

STATE BAR OF SOUTH DAKOTA
222 East Capitol
Pierre, SD 57501
(605) 224-7554

TENNESSEE BAR ASSOCIATION
3622 West End Avenue
Nashville, TN 37205-2403
(615) 383-7421

STATE BAR OF TEXAS
1414 Colorado
PO Box 12487
Austin, TX 78711
(512) 463-1463/1-800-204-2222

UTAH STATE BAR
645 South 200 East, Suite 310
Salt Lake City, UT 84111
(801) 531-9077

VERMONT BAR ASSOCIATION
35-37 Court Street
PO Box 100
Montpelier, VT 06801
(802) 223-2020

VIRGINIA STATE BAR
707 East Main Street, Suite 1500
Richmond, VA 23219-2803
(804) 776-0500

VIRGINIA BAR ASSOCIATION
701 East Franklin Street, #1515
Richmond, VA 23219
(804) 644-0041

VIRGIN ISLANDS BAR ASSOCIATION
PO Box 4106
Christiansted, VI 00822
(809) 778-7497

WASHINGTON STATE BAR ASSOCIATION
500 Westin Building
2001 Sixth Avenue
Seattle, WA 91821-2699
(206) 727-8200

WEST VIRGINIA BAR ASSOCIATION
904 Security Building
100 Capitol Street
Charleston, WV 25307
(304) 342-1474

WEST VIRGINIA STATE BAR
2006 Kanawha Boulevard East
Charleston, WV 25311
(304) 558-2456

STATE BAR OF WISCONSIN
402 West Wilson Street
Madison, WI 63703
(608) 257-3838

WYOMING STATE BAR
500 Randall Avenue
PO Box 109
Cheyenne, WY 82001
(307) 632-9051

U.S. COMMISSION ON CIVIL RIGHTS
Washington, DC 20425

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